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National Mediation Board

Forty-Ninth Annual Report

Including the Report of the National Railroad Adjustment Board

COMPLETED 89

For the Fiscal Year Ended September 30, 1983

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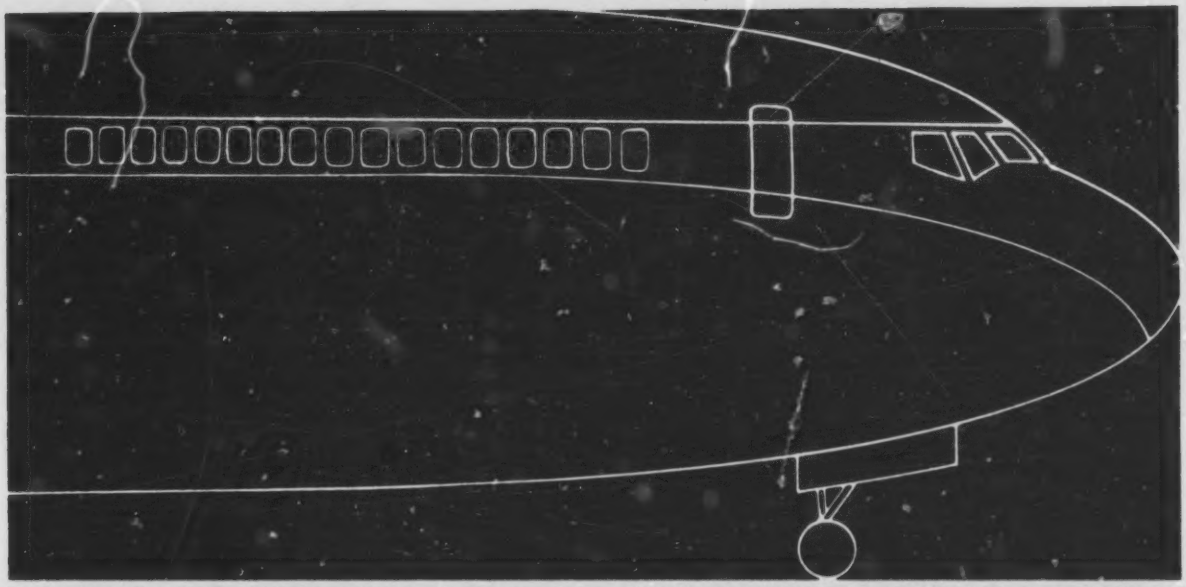

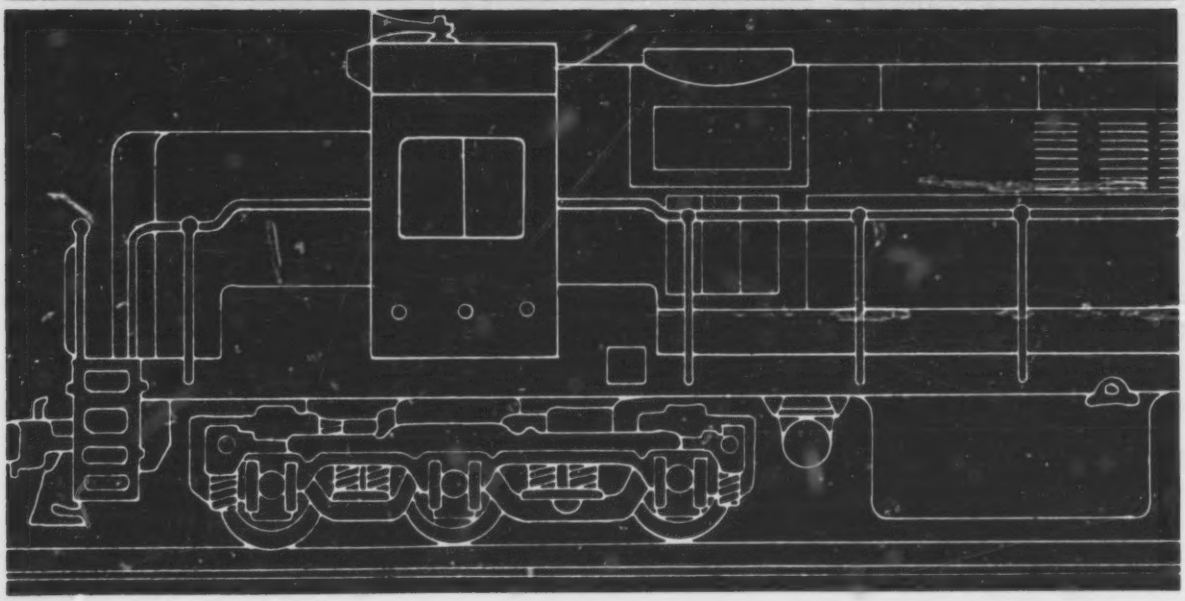

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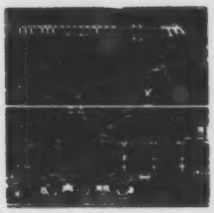
Forty-Ninth
Annual Report



National Mediation Board

Including the Report
of the
National Railroad
Adjustment Board

For The Fiscal
Year Ended
September 30, 1983

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NATIONAL MEDIATION BOARD
Fiscal Year Ended September 30, 1983

Board Members

Walter C. Wallace, Chairman

Robert O. Harris

(Vacancy)

Rowland K. Quinn, Jr. Executive Secretary	Meredith S. Buel Special Assistant to the Chairman
Ronald M. Etters General Counsel	Roy J. Carvatta Staff Director/Grievances
David M. Cohen Chief Hearing Officer	Sheldon M. Kline Research Director
Mary C. Pricci Administrative Officer	Donald L. West Manager Computer Systems

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NATIONAL MEDIATION BOARD
WASHINGTON, D. C. 20572

OFFICE OF THE CHAIRMAN

The President
President of the Senate
Speaker of the House of Representatives

Sirs:

It is my honor to submit the Forty-Ninth Annual Report of the National Mediation Board for fiscal year 1983, pursuant to the provisions of Section 4, Second, of Public Law No. 442, 73rd Congress, approved June 21, 1934.

The report is a comprehensive twelve-month review of the board's administration of the Railway Labor Act—the collective bargaining statute which governs labor relations in the rail and air transportation industries. The law provides a complete set of procedures for preserving industrial peace while, at the same time, insuring the right of employees to organize and bargain collectively through representatives of their own choosing.

This was a particularly significant year in the board's handling of representation and mediation disputes coupled with the fact there were only two strikes during the year—one in the airlines and one in the railroads. This was one of the lowest strike years for both industries in history. The Board in fiscal 1983 resolved over 300 mediation cases, representing a 10-year high.

Following is an in-depth review of our varied activities that once again illustrates the Act continues to be as effective today as when enacted over half a century ago.

Respectfully,

Walter C. Wallace
Chairman

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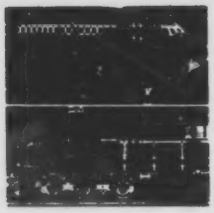

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Register—Members, National Mediation Board

Name	Appointed	Terminations
William M. Leiserson	July 21, 1934	Resigned May 31, 1939
James W. Carmalt	July 21, 1934	Deceased Dec. 2, 1937
John M. Carmody	July 21, 1934	Resigned Sept. 30, 1935
Otto S. Beyer	Feb. 11, 1936	Resigned Feb. 11, 1943
George A. Cook	Jan. 7, 1938	Resigned Aug. 1, 1946
David J. Lewis	June 3, 1939	Resigned Feb. 5, 1943
William M. Leiserson	Mar. 1, 1943	Resigned May 31, 1944
Harry H. Schwartz	Feb. 26, 1943	Term expired Jan. 31, 1947
Frank P. Douglass	July 3, 1944	Resigned Mar. 1, 1950
Francis A. O'Neill, Jr	Apr. 1, 1947	Resigned April 30, 1971
John Thad Scott, Jr	Mar. 5, 1948	Resigned July 31, 1953
Leverett Edwards	Apr. 21, 1950	Resigned July 31, 1970
Robert O. Boyd	Dec. 28, 1953	Resigned Oct. 14, 1962
Howard G. Gamser	Mar. 11, 1963	Resigned May 31, 1969
George S. Ives	Sept. 19, 1969	Retired Sept. 1, 1981
David H. Stowe	Dec. 10, 1970	Retired July 1, 1979
Peter C. Benedict	Aug. 9, 1971	Deceased April 12, 1972
Kay McMurray	Oct. 5, 1972	Term expired July 1, 1977
Robert O. Harris	Aug. 3, 1977	Nominated for new term Aug. 17, 1983
Robert J. Brown	Aug. 20, 1979	Resigned June 1, 1982
Walter C. Wallace	Oct. 12, 1982	Term expires July 1, 1984

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I. Fiscal 1983: An Eventful Year

Successful . . . diverse . . . challenging.

Those three words sum up well one of the National Mediation Board's busiest years since its inception in 1934, with no let up expected as the agency moves towards its 50th Anniversary in 1984.

Fiscal 1983 was successful as the board recorded one of its lowest strike years in history, despite complex contract issues that threatened to bar settlements. It was diverse as the agency's workload increased significantly in the handling of mediation and representation cases, in the number of emergency boards it staffed covering months of activity, and in the complexities that arose during hearings and litigation. It was challenging due to changing bargaining trends and other new developments, including airline bankruptcy proceedings.

The Board, the only Federal agency to handle both mediation and representation cases, completed its 49th year of administering the Railway Labor Act. This oldest of collective bargaining statutes, with its unique procedures to maintain labor peace, was particularly effective in resolving contract disputes in the airline and railroad industries, which together employ more than 700,000 employees.

There were only two strikes in fiscal 1983—one in the airlines and one in the railroads. It should be noted, however, in another airline dispute, the parties

THOSE WHO LEAD—Shown together are National Mediation Board Members Helen M. Witt and Robert O. Harris and Chairman Walter C. Wallace (center). Mrs. Witt joined the Board shortly after the close of Fiscal 1983.

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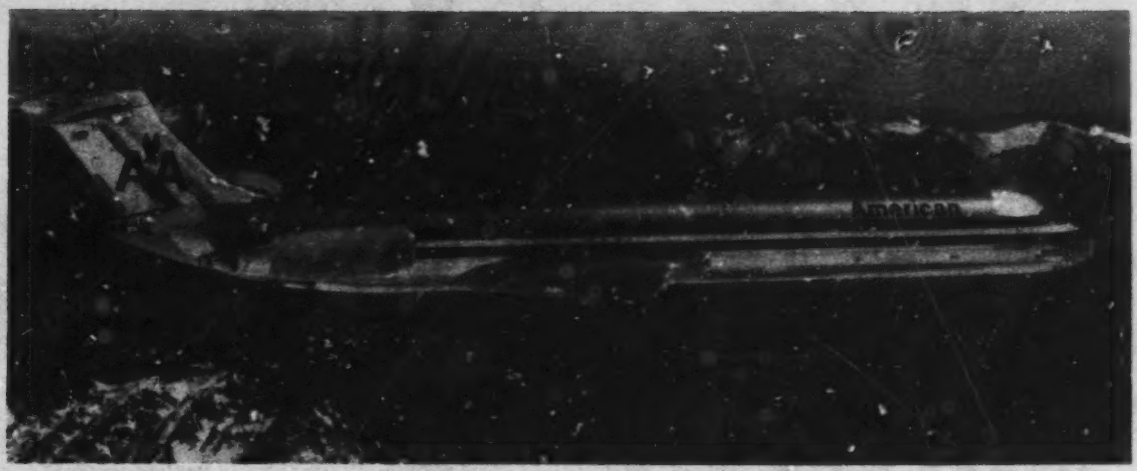

completed the Railway Labor Act procedures without reaching agreement, but the employees did not strike the carrier.

The one major strike in the two industries occurred when Continental Airlines' mechanics struck the carrier August 13, 1983. Subsequently, Continental filed for protection under the bankruptcy laws on September 24, 1983. Later its emergence as a low cost carrier with sharply reduced wages and work force, precipitated strikes by its pilots and flight attendants. Financially troubled Eastern Air Lines also threated to take such action before resolving its labor problems early in the next fiscal year. The impact of bankruptcy laws on airline industry labor relations is still to be determined as legal challenges are pending in the courts.

The one railroad strike, involving a small West Coast railroad, was still in progress at the end of fiscal 1983.

Board mediation was successful in settling a wide range of disputes involving major, national, commuter and foreign carriers with U.S.-based employees.

There were down-to-the-wire mediation cases where strikes appeared imminent and then, with the help of the Board, were averted at the last minute. These settlements were notable since bargaining was protracted and attempts were made to reduce costs through wage and benefit concessions, increase productivity, lower pay scales for new employees, subcontracting and increased use of part-time workers.

Continued inroads made by new airlines spawned by the Airline Deregulation Act of 1978 have contributed to labor-management problems. There were 38 airlines at the time of deregulation. Today, there are over 100 certificated carriers, including major, national and large and medium regional carriers, plus about 150 commuter airlines, most of which are not certificated.

To date, the Board has handled over 11,400 air and rail mediation cases resulting in only 342 strikes—a 97% settlement rate. This illustrates graphically that the objectives of protecting the public interest while retaining free collective bargaining are being achieved in great measure under the Railway Labor Act.

In fiscal 1983, the Board resolved 309 mediation disputes, representing a 10-year high. The bulk of the increase was due to over 100, ultimately withdrawn, mediation cases relating to the 1982 national railroad settlement between the United Transportation Union and the nation's rail carriers. Still, without counting the UTU cases, the number of resolved railroad mediation disputes between fiscal years 1982 and 1983, increased by 58%—from 90 to 142 cases.

National railroad bargaining had been concluded the previous year and, in fiscal 1983, the Board's mediation efforts were directed to issues in dispute on local properties and to carriers that did not participate in industry-wide negotiations.

In addition to handling a large number of railroad mediation cases, the board was called on to provide administrative support to six emergency boards. One board was created under Section 10 and two under Section 9A of the Railway Labor Act, and three under Section 510 of the Rail Passenger Service Act, as amended by the Northeast Rail Service Act of 1981.

A more detailed account of mediation activities in the railroads and airlines and what lies ahead in bargaining in fiscal 1984 is discussed in the

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"highlights" chapter that follows.

Additionally, in fiscal 1983 the Board and its staff, spent considerable time in carrying out the Act's mandates to investigate representation disputes and hold elections to certify collective bargaining agents to negotiate contracts for various groups of rail and airline employees.

With the pick-up of the economy, union organizing efforts intensified during fiscal 1983. Ninety-two rail and airline representation cases were closed in 1983, a 14 percent increase over the 81 cases resolved in fiscal 1982.

Organizing activities were primarily confined to smaller carriers in the railroads. Only five of the 33 rail cases closed involved a Class I carrier. Much of the representational activity in the industry involved short line railroads.

Certifications in fiscal 1983 were issued in 22 of the 33 rail cases closed, an organizing success rate of 67%. In fiscal 1982, certifications were issued in 16 of the 27 cases closed—a 59% success rate. In 20 of the 22 cases closed by certification in 1983, employees either chose a new bargaining representative or were choosing union representation for the first time. There were 12 cases where a challenging union attempted to supplant an incumbent union. The challenger was successful in 10 such efforts.

In the airlines, where most union organizing attempts have been made in recent years, 59 representation cases were resolved in fical 1983, an increase of nine percent over last year. Commuter and regional air carriers received most of the organizational attention. Approximately 22 percent of the airline cases closed in fiscal year 1983 involved an attempt to organize the employees of a foreign-flag air carrier.

Unions were certified in a higher proportion of airline cases in fiscal 1983 compared with fiscal 1982, 49 percent versus 41 percent. Of the 29 certifications issued, 15 covered groups of unrepresented employees. Challengers to incumbent organizations were generally unsuccessful during the year: of 14 challenges, incumbents retained bargaining rights in 10 cases.

Other subjects of interest in this report include the Board's involvement in legal, representation, hearing, and Freedom of Information Act activities. The fifth in a series of special reports, prepared by the Board's research staff, covers a study on "Two-Tier Wage Structures: The Airline Experience."

The Board Members this year were Walter C. Wallace, who served as Chairman, and Robert O. Harris. Helen M. Witt became the board's first woman Member shortly after the close of fiscal 1983.

An experienced staff of specialists is assigned to the varied labor relations activities affecting the agency. Twenty-one skilled mediators, most of whom are veterans in the labor relations field, handle airline and railroad collective bargaining and representation disputes in cities throughout the country.

The NMB has administrative responsibility over the National Railroad Adjustment Board, which handles grievance disputes under existing rail contracts. NRAB's fiscal 1983 activities are summarized in this report.

To Better Understand . . .

To better understand the varied activities and statistics that follow, it may be helpful to read first, "The Railway Labor Act—How It Works," a brief summary at the end of the NMB Annual Report. The four-page analysis of the Act begins on page 50.

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II. Highlights. Airlines-Railroads

Airline Collective Bargaining—What Happened; What's Ahead

Fiscal 1983 was a year of concessionary bargaining in the airlines with the Board assisting the parties to head off work stoppages as the hands of the clock moved toward midnight strike deadlines.

Despite the unsettled climate that prevailed in bargaining, only one airline strike occurred in fiscal 1983—matching fiscal 1982. Even though air carriers in recent years have negotiated for pay cuts and wage freezes and work rule changes to improve productivity, at a time of employee layoffs, the board has built an impressive record in maintaining labor peace. There were three airline work stoppages in fiscal 1980, two in 1981, one in 1982 and one in 1983—a total of only seven airline strikes over one of the most difficult four-year periods in airline history, intensified by a multitude of new carriers entering the market.

During this year, the only airline work stoppage occurred on August 13, 1983, when Continental was struck by 2,450 mechanics. Continental, on September 24, 1983, filed for reorganization under Chapter 11 of the Bankruptcy Code. Eastern Airlines, two days later, announced that it would consider such action unless its flight attendants and other employees agreed to wage cuts and productivity improvements to reduce Eastern's operating costs. Less than three weeks later, the Board was instrumental in averting a strike in round-the-clock mediation between Eastern and the Transport Workers Union, representing the carrier's 6,000 flight attendants. This agreement was significant as it paved the way for an all-encompassing labor-management program that helped save the carrier from declaring bankruptcy.

Fiscal 1983 also signaled the beginning of the controversial two-tier wage scale plan for new employees hired by the "majors." American Airlines was the first major carrier to initiate the two-tier pay system when it settled in mediation with 11,000 of its mechanics represented by the TWU in March 1983, granting higher pay scales and other benefits to current employees.

Eastern's agreement with its flight attendants also contained a two-tier pay scale for new employees. Under the two-tier wage plan, a new hire is paid a lower hourly rate than the base rate for current employees. Of the five plans that have been negotiated covering flight attendants on the major carriers, three provided for a "merger" with the regular wage progression scale after a specified number of years. The two-tier systems on both American and Republic, on the other hand, are separate and do not provide for a merger with the regular pay brackets. A more complete discussion of the two-tier system is covered in a special report appearing later in this issue.

One of the year's crucial disputes was between Eastern and 13,500 mechanics, baggage handlers and other ground personnel, represented by the International Association of Machinists and Aerospace Workers. Mediation began in June 1982 and 50 issues

IMPORTANCE OF MEDIATION—Mediators Laurette M. Piculin and Charles R. Barnes discuss an agreement reached through mediation with NMB Executive Secretary Rowland K. Quinn, Jr. Collective bargaining under the RLA is frequently independent of third party assistance. The importance of Board mediation is its availability to both sides if they do reach a deadlock in face-to-face negotiations.

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had been settled as the March 13, 1983, strike deadline approached. The wage issue was still unresolved, but union negotiators submitted a final contract offer to a membership vote a day before the strike deadline. Following the mechanics' rejection of the contract, the NMB resumed talks with the parties at Board headquarters March 21. Mediation led to a settlement March 23, 1983, ending the 16-month contract dispute.

Mediation also played a role in averting strikes during the year between Republic Airlines and 2,500 mechanics; Trans World Airlines and 10,000 mechanics; TWA and 5,500 flight attendants; and Flying Tiger and 1,825 mechanics. Frontier Airlines, Air Florida, Alaska Airlines, British Airways, Aer Lingus, Scandinavian Airlines, World Airways and Pacific Southwest Airlines were among other carriers to reach final settlement in mediation with various unions.

About 44,000 airline workers were affected by settlements in mediation, including pilots, flight dispatchers, office, clerical, fleet and passenger service employees, telecommunications officers, stores, meteorologists and airport guards.

What's Ahead?

Indications are that the NMB will have another busy year at the airline bargaining table.

About 60 airline contracts affecting tens of thousands of employees are amendable in fiscal 1984. Some 35 contracts will be negotiable for pilots, mechanics and flight attendants. New agreements will also be negotiated for fleet and passenger service, clerical, stocks and stores, dispatchers and other ground personnel.

Railroad Collective Bargaining— What happened; What's Ahead

Rail bargaining in fiscal 1983 created a variety of activity for the National Mediation Board.

This was a so-called "off year" in national rail bargaining. Industry-wide negotiations with more than 100 railroads and their employees had been concluded in 1982 and, for the board, fiscal 1983 should have been a rather routine year of directing its mediatory efforts from the national level to issues in dispute on local properties.

Not so! Included among its regular duties was providing administrative support to six emergency boards—the most appointed by a President in nearly

20 years. Many weeks of Board and staff time were devoted to this effort.

During the fiscal year the Board resolved 256 railroad mediation cases. Despite the fact more than 100 of these cases were withdrawn as part of the national rail settlement between the United Transportation Union and the carriers, the number of closed mediation cases between fiscal 1982 and 1983 increased from 90 to 142—a 58% jump. Even with this stepped up mediation activity the Board was able to resolve all of its fiscal 1983 cases but one. A strike by four shopcraft unions, involving five employees, against the San Diego & Arizona Eastern Transportation Co., in April 1983, was still in progress at the close of the fiscal year.

There have been only three strikes in the railroads in the last three years, an impressive record that pays tribute to the cooperative effort of rail labor and management to maintain industry peace and to the board for assisting the parties in settling their differences.

Carriers that did not participate in national rail bargaining included Conrail, Amtrak, the Long Island Rail Road and Port Authority Trans Hudson.

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TRIPLE CROSSING—Three trains cross over what railroad buffs believe to be the only triple-level railroad crossing in the nation, located in Richmond, Virginia.

Two of the local railroad cases handled by the Board were not resolved in mediation and eventually were submitted to Presidential emergency boards.

One of the disputes, involving Conrail and 3,500 locomotive engineers, required an emergency board under Section 10 of the Railway Labor Act, recommended by the NMB to the President, and providing for a 60-day status quo period. This dispute centered on the wage differential issue, with industry-wide complications, between engineers and conductors/brakemen. The issue caused a deadlock in national negotiations between the Brotherhood of Locomotive Engineers and the carriers, resulting in a four-day strike, ended by Congressional emergency legislation, in September 1982. The wage differential controversy was being considered by a Study Commission established in national bargaining between the BLE and the railroads. Emergency Board 200, in its report to the President on the Conrail dispute, recommended that the wage differential issue be referred to the Study Commission. Conrail and the engineers reached settlement in April 1983, based on the emergency board's report, with the BLE also accepting a 12% wage deferral agreement that 15 other unions had signed with the carrier.

The second dispute requiring an emergency board involved the Long Island Rail Road and certain unions representing 6,700 employees covered by collective bargaining agreements. This was the first dispute under Section 9A of the RLA. Created by the Northeast Rail Service Act of 1981, the new amendment provides for an eight-month emergency dispute procedure covering publicly funded and operated commuter railroads and their employees. Section 9A provides for two 120-day emergency boards, if the dispute cannot be settled under the normal mediation and arbitration procedures of the RLA. Either party or the governor of the affected state may request the President to establish a 9A board.

In this case, Emergency Board 199 was created by the President following a request by the New York Metropolitan Transportation Authority, on behalf of

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SECTION 9A HEARING—Then NMB Chairman Robert O. Harris (left) and Board Member Walter C. Wallace conduct a public hearing February 2, 1983, in New York, as parties to the Long Island Rail Road dispute state reasons why they have not accepted recommendations of a Presidential Emergency Board to settle the controversy. This was the first case under the Railway Labor Act's Section 9A, enacted in 1981 to provide special procedures for resolving commuter labor disputes. Seventeen unions were originally involved in the contract dispute, dating back to December 1981. All settled except four shopcraft unions which ultimately reached agreement with the carrier August 3, 1983.

its subsidiary the Long Island Rail Road, after contract talks broke down between the parties. The board was chaired by Arvid Anderson. Richard T. Niner and Daniel G. Collins served as members.

The first emergency board submitted its report to the President with recommendations for settlement. Public hearings were subsequently held by the National Mediation Board with the parties giving testimony as to why they had not accepted the board's recommendations for settlement.

A second emergency board (Board No. 201), was requested by the MTA. The President appointed Frederick R. Livingston as Chairman, Thomas G.S. Christensen and Arthur Stark, as members.

NMB Hearing Officer Mary L. Johnson provided assistance to both emergency boards.

Thirteen of the 17 unions had settled by the time the second LIRR emergency board report went to the President. The boa_d in this report selected the most reasonable offers submitted by the parties. The dispute was narrowed to one involving four shopcraft unions. Agreement was reached with these four unions in August 1983. Francis J. Dooley was the mediator in this dispute, involving the nation's largest commuter railroad carrying 280,000 passengers each weekday. Board Chairman Walter C. Wallace and Mr. Dooley worked with the parties to reach final settlement. The four shopcrafts accepted the same pattern agreed to by the other 13 unions, covering a 20% wage increase over three years, retroactive to January 1, 1982.

Three Commuter Boards Appointed In Transfer of Conrail Employees

Three additional emergency boards were appointed by the President in fiscal 1983 as required by Section 510 of the Rail Passenger Service Act, as amended by the Northeast Rail Service Act of 1981 (NERSA). These boards played a key role in the transfer of Conrail passenger employees and services to state commuter authorities by the Congressionally mandated deadline of January 1, 1983.

The NERSA dispute provisions did not include National Mediation Board assistance to settle these difficult commuter cases. The agency, however, did provide administrative support to each of the three boards. The NMB will have jurisdiction over these various commuter authorities and their employees in subsequent rounds of collective bargaining and they

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BRIEFING THE PRESS—NMB Chairman Walter C. Wallace and Mediator Francis J. Dooley talked frequently with newspaper, TV and radio reporters in final days of marathon bargaining with the Long Island Rail Road and four shopcraft unions. Agreement was reached August 3, 1983.

will be subject to the step-by-step procedures of the Railway Labor Act.

In fiscal 1982 the NMB had carried out certain duties regarding the Conrail transfer such as the appointment of neutrals to fact finding panels to recommend changes in operating practices to upgrade efficiency. Under another NERSA provision the NMB was required to appoint neutrals to arbitration boards to resolve issues pertaining to terms and conditions of implementing agreements affecting employee transfer to new commuter authorities.

The statute also required that, if the parties had not agreed to new contracts by September 1, 1982, a Presidential emergency board could be established to investigate, if requested by either party to the dispute.

The first day of the current fiscal year (October 1, 1983) three 60-day emergency boards were created by the President:

(1) Emergency Board 196 was established to investigate the dispute between the Southeastern Pennsylvania Transportation Authority (SEPTA), the Delaware Transportation Authority and 15 unions, representing 1,400 employees;

(2) Emergency Board 197 investigated the dispute between the New Jersey Rail Operations, Inc., and 16 unions, representing 2,900 employees; and

(3) Emergency Board 198 investigated the dispute between the New York Metropolitan Transportation Authority (Metro-North), the Connecticut Department of Transportation and 17 unions, representing 4,800 employees.

Board 196 was chaired by Dr. Herbert R. Northrup, with Majorie B. Broderick and Morris Gerber, as members. NMB staff assistance was provided by NMB Hearing Officer Roland Watkins and Mediator Samuel J. Cognata.

Board 197 was chaired by Charles Serraino, with Thomas H. Bruinooge and Richard R. Kasher, as

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EMERGENCY BOARD INVESTIGATES CONRAIL DISPUTE—Emergency Board 200 was created by the President February 14, 1983, to investigate a dispute between the Brotherhood of Locomotive Engineers and Conrail. Shown at headtable conducting hearing on the controversy are George S. Ives, Board Chairman and a former NMB Chairman (center), flanked by Dana E. Eischen (left) and Harold M. Weston, who served as members. NMB Chief Hearing Officer David M. Cohen (foreground) provided administrative support.

members. Providing staff support were NMB Hearing Officer Gale L. Oppenberg and Mediator Laurette M. Piculin.

Board 198 was chaired by Arvid Anderson, with Richard T. Niner and Daniel G. Collins, as members. These three presidential appointees also served on Board 199 in the LIRR dispute. Again the NMB supplied administrative support with Chief Hearing Officer David M. Cohen and Hearing Officer Mary L. Johnson assisting the board.

Each of the three NERSA boards held public hearings and submitted initial reports to the President in the first 30 days. When the parties did not settle within 10 days after submission of the report, the board considered final offers of the parties and then submitted a final report to the President, setting forth recommendations as to appropriate resolution of the dispute by the parties.

In subsequent weeks management involved in the three commuter authorities could not resolve their disputes with certain unions before or after the January 1, 1983, takeover of Conrail services and employees. Wages and work rules were the primary stumbling blocks in these three disputes.

SEPTA faced a 108-day strike, New Jersey Transit a month-long strike and Metro-North a 42-day strike before contracts were finally agreed to by all of the involved unions. Some 210,000 passengers were affected by the three work stoppages.

As to the Future?

During the next 12 months national bargaining begins between the 13 major rail unions[1] and the na-

[1] The 13 unions are:

ATDA	American Train Dispatchers Association
BB	International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers & Helpers
BLE	Brotherhood of Locomotive Engineers
BMW	Brotherhood of Maintenance of Way Employes
BRAC	Brotherhood of Railway, Airline & Steamship Clerks, Freight Handlers, Express & Station Employes
BRC	Brotherhood Railway Carmen of United States and Canada
BRS	Brotherhood of Railroad Signalmen
IAM&AW	International Association of Machinists & Aerospace Workers
IBEW	International Brotherhood of Electrical Workers
IBFO	International Brotherhood of Firemen and Oilers
RYA	Railroad Yardmasters of America
SMWIA	Sheet Metal Workers' International Association
UTU	United Transportation Union

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tion's carriers represented by management's bargaining arm, the National Railway Labor Conference, in Washington, D.C. National rail bargaining is unusual in the sense that carriers and unions agree to conduct negotiations on an industry-wide basis with a moratorium on major issues expiring simultaneously in each labor contract. Notices of intent to change the existing agreements (so-called Section 6 notices under the RLA) may be filed by either party on or after January 1, 1984, with contracts amendable July 1, 1984.

National Mediation Board members spend much of their time assisting in these negotiations—sometimes around the clock—in an effort to aid the parties in reaching settlement. Settlement, of course, is in the public interest. A strike by any one union during this particular round of bargaining could have an adverse effect on the national economy.

Based on prior experience the settlement of the national railroad negotiations results in an increased workload for the board.

Interest Arbitration Cases

Interest arbitration insures final and binding determination of a controversy. Over the years, arbitration proceedings have proved most beneficial in disposing of major disputes, and instances of court actions to set aside awards have been rare.

In 1972, the nation's railroads ar d the United Transportation Union and Brotherhood of Locomotive Engineers agreed to the resolution of certain disputes by binding interest arbitration. Specific issues resolved in this matter were:

(a) Switching limits

(b) Interdivisional service

Following are 80 arbitration cases that have emanated from these national agreements:

Arbitration Board No.	Carrier	Organization	Issue
314	Baltimore & Ohio RR Co.	United Transportation Union	Switching limits
315	Southern Pacific Transportation Co. (Texas and Louisiana Lines)	Brotherhood of Locomotive Engineers	Interdivisional service
316	Southern Pacific Transportation Co. (Texas and Louisiana Lines)	United Transportation Union (C&T)	Interdivisional service
317	The Chesapeake & Ohio Ry. Co.	Brotherhood of Locomotive Engineers	Switching limits
318	The Chesapeake & Ohio Ry. Co.	United Transportation Union (E&T)	Switching limits
319	The Central RR Co. of New Jersey	Brotherhood of Locomotive Engineers	Switching limits
320	The Central RR Co. of New Jersey	United Transportation Union	Switching limits
322	Soo Line RR Co.	United Transportation Union	Interdivisional service
323	St. Louis-San Francisco RR Co.	Brotherhood of Locomotive Engineers	Interdivisional service
325	Denver & Rio Grande Western Ry. Co.	United Transportation Union	Interdivisional service and switching limits.
327	Lehigh Valley RR. Co.	Brotherhood of Locomotive Engineers	Interdivisional service
328	Penn Central Transportation Co.	United Transportation Union (T)	Switching limits
329	Atchison, Topeka & Santa Fe Ry. Co.	United Transportation Union	Interdivisional service
330	Penn Central Transportation Co.	United Transportation Union (E)	Switching limits
331	Denver & Rio Grande Western RR Co.	United Transportation Union (C&E&T)	Interdivisional service
332	Penn Central Transportation Co.	United Transportation Union (C&E&T)	Switching limits
334	Penn Central Transportation Co.	United Transportation Union (C&E&T)	Switching limits
336	Norfolk & Western Ry. Co. (Proper)	United Transportation Union (C&T)	Interdivisional service
337	Boston & Maine Corp.	United Transportation Union	Switching limits
338	Penn Central Transportation Co.	Brotherhood of Locomotive Engineers	Switching limits
339	Penn Central Transportation Co.	United Transportation Union (E)	Switching limits
340	Green Bay & Western RR Co.	United Transportation Union	Protection of employees
342	Erie Lackawanna Ry. Co.	United Transportation Union (T)	Protection of employees
343	Penn Central Transportation Co.	United Transportation Union	Switching limits
344	Penn Central Transportation Co.	United Transportation Union	Switching limits
346	Norfolk & Western Ry. Co.	United Transportation Union (E&C&T)	Interdivisional service
347	Western Pacific RR Co.	Brotherhood of Locomotive Engineers	Switching limits
348	Reading Co.	Brotherhood of Locomotive Engineers	Switching limits
349	Lehigh Valley RR Co.	Brotherhood of Locomotive Engineers	Switching limits
351	St. Louis-San Francisco Ry. Co.	United Transportation Union	Protection of employees

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Arbitration Board No.	Carrier	Organization	Issue
352	Norfolk & Western Ry. Co.	United Transportation Union	Interdivisional service
353	Lehigh Valley RR Co.	United Transportation Union	Switching limits
354	Reading Co.	Brotherhood of Locomotive Engineers	Switching limits
356	Southern Pacific Transportation Co.	Brotherhood of Locomotive Engineers	Switching limits
357	Penn Central Transportation Co.	Brotherhood of Locomotive Engineers	Interdivisional service
358	Southern Pacific Transportation Co.	United Transportation Union	Switching limits
359	Norfolk & Western Ry. Co.	Brotherhood of Locomotive Engineers	Interdivisional service
360	Atchison, Topeka & Santa Fe Ry. Co.	Brotherhood of Locomotive Engineers	Switching limits
361	Atchison Topeka & Santa Fe Ry. Co.	United Transportation Union	Switching limits
362	Chicago, Rock Island & Pacific RR Co.	Brotherhood of Locomotive Engineers	Interdivisional service
364	St. Louis-San Francisco Ry. Co.	Brotherhood of Locomotive Engineers	Switching limits
365	St. Louis-San Francisco Ry. Co.	United Transportation Union (C-T-Y-E)	Switching limits
366	Grand Trunk Western RR Co.	United Transportation Union	Switching limits
368	Denver & Rio Grande Western RR Co.	Brotherhood of Locomotive Engineers	Interdivisional service
372	Louisville & Nashville RR Co.	United Transportation Union	Switching limits
373	Boston & Maine Corp.	United Transportation Union	Switching limits
374	Seaboard Coast Line RR Co.	Brotherhood of Locomotive Engineers	Interdivisional service
375	Southern Ry. Co.	United Transportation Union	Switching limits
376	Norfolk & Western Ry. Co.	United Transportation Union	protection of employees
378	Illinois Central Gulf RR Co.	Brotherhood of Locomotive Engineers	Switching limits
379	Grand Trunk Western RR Co.	United Transportation Union	Switching limits
380	Illinois Central Gulf RR Co.	United Transportation Union (C&T&E)	Switching limits
381	Illinois Central Gulf RR Co.	United Transportation Union	Switching limits
382	Norfolk & Western Ry. Co.	United Transportation Union	Protection of employees
383	Consolidated Rail Corporation	United Transportation Union	Switching limits
384	Richmond Fredericksburg & Potomac RR Co.	United Transportation Union	Switching limits
388	Atchison, Topeka & Santa Fe Railway Co.	Brotherhood of Locomotive Engineers	Interdivisional service
390	Consolidated Rail Corporation	United Transportation Union	Switching limits
391	Consolidated Rail Corporation	United Transportation Union	Switching limits
393	Consolidated Rail Corporation	United Transportation Union	Interdivisional service
394	Consolidated Rail Corporation	United Transportation Union	Switching limits
395	Consolidated Rail Corporation	United Transportation Union	Switching limits
396	Consolidated Rail Corporation	United Transportation Union	Switching limits
399	Louisiana and Arkansas Ry. Co.	United Transportation Union	Switching limits
400	Burlington Northern, Inc.	United Transportation Union	Switching limits
401	Burlington Northern, Inc.	United Transportation Union	Switching limits
403	Burlington Northern, Inc.	Brotherhood of Locomotive Engineers	Switching limits
404	Illinois Central Gulf RR Co.	Brotherhood of Locomotive Engineers	Switching limits
405	Illinois Central Gulf RR Co.	United Transportation Union	Interdivisional service
410	Consolidated Rail Corporation	Brotherhood of Locomotive Engineers	Switching limits
411	Illinois Central Gulf RR	Brotherhood of Locomotive Engineers	Interdivisional service
414	Consolidated Rail Corporation	United Transportation Union (E) and (C&T)	Switching limits
418	Consolidated Rail Corporation	United Transportation Union (C-T-E)	Switching limits
420	Consolidated Rail Corporation	United Transportation Union	Switching limits
421	Consolidated Rail Corporation	United Transportation Union	Switching limits
424	Consolidated Rail Corporation	United Transportation Union	Switching limits
426	Duluth, Missabe and Iron Range Railway Company	United Transportation Union (C&T)	Interdivisional service
427	Consolidated Rail Corporation	Brotherhood of Locomotive Engineers	Switching limits
428	Consolidated Rail Corporation	United Transportation Union (C&T)	Switching limits
429	Consolidated Rail Corporation	United Transportation Union	Switching limits

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Arbitration Task Force

An agreement between certain employees represented by the United Transportation Union and the railroads represented by the National Carriers' Conference Committee set forth an arrangement to effect individual carrier implementation of interdivisional, interseniority districts and intradivisional or intraseniority district services, in freight or passenger service.

This arrangement provides for the carrier and union to each designate representatives to serve on a "task force" appointed for the purpose of meeting and discussing implementation of the runs specified by the carrier.

If the task force is unable to agree, the matter is submitted to interest arbitration for a final and binding decision. Arbitrators are appointed by the National Mediation Board.

The following Arbitration Task Force decisions have been rendered since 1972:

Caboose Issue

In the 1982 settlement between the United Transportation Union and the nation's carriers, the parties agreed to an interest arbitration procedure concerning elimination of cabooses.

From the Carriers' perspective, cabooses are expensive to purchase—$70,000 or more fully equipped—and costly to maintain and supply. The union's primary concern is that the elimination of the caboose will adversely affect the safe operation of the train.

The agreement between the UTU and the carriers addresses this concern. It states, that in determining whether or not cabooses are to be eliminated, a number of factors must be considered, including safety of employees, operating safety, effect on employees' duties and responsibilities resulting from working without a caboose, availability of safe, stationary and comfortable seating arrangements for all employees on the engine consist and the availability

Arbitration Task Force No.	Carrier	Organization	Issue
1	Penn Central Transportation Co.	United Transportation Union	Interdivisional service
2	Southern Pacific Transportation Co.	United Transportation Union	Interdivisional service
3	Lehigh Valley RR Co.	United Transportation Union	Interdivisional service
4	Baltimore & Ohio RR Co.	United Transportation Union	Interdivisional service
5	Southern Ry. Co. Alabama Great Southern RR Co. Cincinnati, New Orleans, & Texas Pacific Ry. Co. Georgia Southern & Florida Ry. Co. Central of Georgia RR Co.	United Transportation Union	Interdivisional service
6	Denver & Rio Grande Western RR Co.	United Transportation Union	Interdivisional service
7	Missouri Pacific RR Co.	United Transportation Union	Interdivisional service
8	Chicago, Rock Island & Pacific RR Co.	United Transportation Union	Interdivisional service
9	Norfolk & Western Ry. Co.	United Transportation Union	Interdivisional service
10	Chessie System	United Transportation Union	Interdivisional service
11	Grand Trunk Western RR Co.	United Transportation Union	Interdivisional service
12	Southern Ry. Co.	United Transportation Union	Interdivisional service
13	Detroit & Mackinac Ry. Co.	United Transportation Union	Interdivisional service
14	Seaboard Coast Line RR Co.	United Transportation Union	Interdivisional service
15	Delaware & Hudson Ry. Co.	United Transportation Union	Interdivisional service
16	Delaware & Hudson Ry. Co.	United Transportation Union	Interdivisional service
17	Norfolk & Western Ry. Co.	United Transportation Union	Interdivisional service
18	Delaware & Hudson Ry. Co.	United Transportation Union	Interdivisional service
19	Delaware & Hudson Ry. Co.	United Transportation Union	Interdivisional service
20	Missouri-Kansas-Texas RR Co.	United Transportation Union	Interdivisional service
21	Delaware and Hudson Ry. Co.	United Transportation Union	Interdivisional service
22	Norfolk and Western Ry. Co.	United Transportation Union	Interdivisional service
23	Baltimore and Ohio RR Co.	United Transportation Union (E-C-T)	Interdivisional service

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of adequate storage space for employees' gear and work equipment.

A list of 10 arbitrators was agreed to by representatives of the UTU and the National Carriers' Conference Committee, pursuant to the provisions of Section 1(d) of Article X in the contract. The arbitrators are Leverett Edwards, John N. Gentry, Richard R. Kasher, Preston J. Moore, Robert M. O'Brien, Robert E. Peterson, George S. Roukis, Gilbert H. Vernon, Harold M. Weston and Nicholas H. Zumas.

These disputes come under Arbitration Board No. 419.

Caboose cases handled, to date, are shown in the following table:

Appointments Made Under Arbitration Board No. 419—Caboose Issue

Carrier	Organization	Name of Arbitrator	Date of Appointment	Award Rendered
Chessie System Railroads	United Transportation Union	Leverett Edwards	April 7, 1983	Sept. 7, 1983
Illinois Central Gulf Railroad Co.	United Transportation Union	Nicholas H. Zumas	April 7, 1983	Feb. 6, 1984
Southern Railway System	United Transportation Union	Robert M. O'Brien	April 13, 1983	Dec. 2, 1983
Seaboard System Railroad Company	United Transportation Union	Robert E. Peterson	April 13, 1983	Sept. 26, 1983
Norfolk and Western Railway Company	United Transportation Union	Gilbert H. Vernon	May 6, 1983	Oct. 24, 1983
Consolidated Rail Corporation	United Transportation Union	Preston J. Moore	May 16, 1983	Jan. 3, 1984
Chicago and North Western Transportation Company	United Transportation Union	Harold M. Weston	June 6, 1983	. . .
Burlington Northern Railroad Company	United Transportation Union	George S. Roukis	June 20, 1983	Dec. 19, 1983
Chicago and North Western Transportation Company	United Transportation Union	Harold M. Weston	July 1, 1983	. . .
Illinois Central Gulf Railroad Company	United Transportation Union	Nicholas H. Zumas	July 1, 1983	March 2, 1984
Des Moines Union Railway Company	United Transportation Union	Jack Gentry	July 5, 1983	. . .
Seaboard System Railroad Company (Former Louisville and Nashville Railroad Company)	United Transportation Union	Robert E. Peterson	Aug. 8, 1983	Dec. 27, 1983
Illinois Central Gulf Railroad Company	United Transportation Union	Nicholas H. Zumas	Aug. 24, 1983	March 3, 1984
Illinois Central Gulf Railroad Company	United Transportation Union	Nicholas H. Zumas	Aug. 26, 1983	April 9, 1984

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What is a Mediator?—
A Photo Story

The mediator is completely impartial, a confidential advisor who neither takes sides nor forces decisions. The mediator is a constructive peacemaker who brings objectivity to disputed issues and opens new roads to problem-solving and decision making. Regardless of background, the mediator is required to maintain strict objectivity as a representative of the public interest. It is the mediator's job to listen, review, analyze, suggest, advise, reason and explore all possible means of reaching an agreement.

The significant role he/she plays in resolving labor-management disputes is illustrated in the following photos.

LIRR SETTLEMENT—Intensive mediation and cooperation between the parties helped to bring about an early agreement between the Long Island Rail Road and the International Brotherhood of Boilermakers and Blacksmiths. Shown standing (left to right) are Francis J. Dooley, NMB Mediator; John F. DeSanto, Vice President-Personnel Management LIRR; and Walter Lysaght, Director-Labor Relations LIRR. Seated (left to right) are A.V. Robey, General Chairman-International Brotherhood of Boilermakers & Blacksmiths; Robin H.H. Wilson, President LIRR: John McCabe, President and Local Chairman-International Brotherhood of Boilermakers & Blacksmiths.

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LARGEST AIRLINE SETTLEMENT OF YEAR ANNOUNCED—Then NMB Board Chairman Robert O. Harris announces to the news media an agreement has finally been reached between Eastern Air Lines and 13,500 mechanics and related employees, March 23, 1983, just hours before a second strike deadline, ending a difficult 16-month contract dispute.

MEDIATION IN PROGRESS—Board Chairman Walter C. Wallace and Mediator Joseph E. Anderson (head of table) commence mediating a dispute between the Signalmen and the Port Authority Trans-Hudson Corp. (PATH), at NMB headquarters. Heading the negotiating teams in foreground on either side of the table are (left) R. T. Bates, President, Brotherhood of Railroad Signalmen, and Daniel J. Rusinko, Chief Negotiator, PATH.

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Hearing Activity in Fiscal Year 1983

The Board's hearing officers conducted 21 days of hearings in fiscal 1983. This compares with 62 days of hearings in fiscal 1982 and 95 days in 1981.

Although there were fewer days of hearings, the cases were more complex. Issues involved included changing technology, jurisdictional questions, craft or class composition, and the impact of airline mergers.

Proceedings before the Board's hearing officers are frequently the most appropriate means to investigate complex issues. The record developed through these proceedings provides the basis for decisions rendered by the Board Members and insure that final determinations are based on a firm factual and legal foundation.

The growing pattern of litigation and threatened litigation to set aside Board actions has increased the need for hearings to obtain a thorough and complete administrative record. The Board expects an increase in hearing activity in the next fiscal year.

FOIA Requests Increase

There was a moderate increase in the number of FOIA requests docketed in fiscal year 1983. This year's number rose to 128 as compared to 115 in fiscal year 1982. Of the 128 requests received, 17 were denied in whole or in part. In addition, 2 appeals were filed from the Executive Secretary's initial decisions.

The NMB's Freedom of Information Act (FOIA) Office is designed to benefit the public by providing full access to agency documents not restricted from disclosure under the specific statutory exemptions. Requests should be made in full compliance with the NMB's procedural regulations. FOIA requests are processed in a timely manner according to the volume and nature of each request. Appointments must be scheduled with the agency's FOIA officer to review records.

Freedom of Information Regulations

Part 1208 of Title 29 of the Code of Federal Regulations has been issued to conform to the requirements of the Freedom of Information Act as amended by Public Law 93-502, 88 Stat. 1561.

The FOIA provides that the National Mediation Board "shall make available to the public" agency records not falling within certain specified exemptions.

Requests for records must be in writing to the Executive Secretary, National Mediation Board, Washington, D.C. 20572. Requests for records of the National Railroad Adjustment Board must be in writing and addressed to the Administrative Officer, National Railroad Adjustment Board, 10 West Jackson Boulevard, Room 200, Chicago, Illinois 60604. The requests shall reasonably describe the records being sought in a manner which permits identification and location of the records.

The National Mediation Board will make available for public inspection and copying a current index of the materials available at the Board offices.

Information regarding the FOIA index or general FOIA processing may be obtained from the NMB's FOIA Officer, Ms. J.A. Femi.

Rulemaking Activities

The National Mediation Board has made it a policy to limit rulemaking activities only to those matters required by statute or essential for the well ordered management of agency programs. Accordingly, there were no new or amended rules issued in fiscal year 1983.

NMB Staff Conference Convenes to Discuss Policy and Exchange Views on Labor Relations Issues

The National Mediation Board annually holds a staff conference to discuss with its 21 field mediators policy matters and problems affecting the agency as well as to exchange ideas on various labor relations issues.

Such a meeting was called this fiscal year by then NMB Chairman Robert O. Harris with Board Member Walter C. Wallace, the NMB office staff and the mediators participating in a three-day work session in Seattle, Washington.

Covered during the conference were such subjects as unique collective bargaining problems arising in current airline and railroad contract disputes, labor-management cooperative efforts as they relate to the mediator, litigation involving the Board, and an update on handling of grievances under Section 3 of the Railway Labor Act.

Of particular interest was a panel of mediators covering a wide range of contract disputes involving major airlines and railroads. Settlement in these cases was difficult as bargaining was prolonged, complicated and often contentious due to the complex problems facing two economically depressed in-

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PANEL OF MEDIATORS—Faye M. Landers discusses certain problems facing mediators in resolving complex airline labor disputes. Other participants are (left to right) Charles R. Barnes, Ralph T. Colliander, Rowland K. Quinn, Jr., Robert J. Brown and Francis J. Dooley.

MAKING A POINT—Mediator Thomas B. Ingles (right) discusses collective bargaining developments with Board Chairman Walter C. Wallace.

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STAFF CONFERENCE IN SESSION—NMB mediators convene a and other labor relations issues. Research Director Sheldon M. K

SHOP TALK—Veteran Mediators with combined NMB service of n Joseph W. Smith, Walter L. Phipps and Charles R. Barnes.

MB mediators convene annually to discuss collective bargaining, representation ch Director Sheldon M. Kline addresses the group in Seattle.

bined NMB service of more than 40 years attending conference are (left to right) arles R. Barnes.

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LABOR NEGOTIATIONS AIRED—From left, FMCS Director Kay McMurray and Mediator Robert J. Brown shown during conference coffee break.

VISITOR FROM SOUTHEAST ASIA—The NMB participates in an ongoing program to meet with labor relations officials of foreign governments. Ms. Pranee Sukkri, labor officer in Thailand's Ministry of Labor, and NMB Hearing Officer Roland Watkins, discuss procedures of the Railway Labor Act.

dustries seeking wage reductions and other employee concessions.

Guest speaker Kay McMurray, Director of the Federal Mediation and Conciliation Service and a former NMB Chairman and Board Member, discussed the changing trends in collective bargaining on an industry-wide basis, as well as the differences in handling labor disputes under the Railway Labor Act and the National Labor Relations Act.

Foreign Labor Relations Officials Visit NMB for Briefing on Railway Labor Act

The National Mediation Board annually participates in a program to meet with labor relations leaders of foreign governments to discuss the agency's administration of the Railway Labor Act and to summarize generally how labor relations are conducted in the United States.

Among those who met with the Board were Gabriel Valls Saintis, labor law professor at the University of Chile and director of Chile's National Association of Industrial Relations; Ms. Pranee Sukkri, labor officer in Thailand's Ministry of Labor; Fahmy Kamel Girgis, Director of the Conciliation and Arbitration Department of Egypt's Ministry of Manpower and Training; and Devaraj Virahsawmy, a member of Parliament and adviser to the Federation of United Workers on the Island of Mauritius.

Board officials outlined the representation and mediation functions of the RLA to these visitors who, having learned of the NMB's high success rate in settling contract disputes under the Act, expressed an interest in possibly incorporating certain of the statute's procedures into their own labor relations systems.

Agencies who cooperated with the NMB in the program included the U.S. Department of Labor's Bureau of International Labor Affairs, the U.S. In-

A VISIT FROM A MEMBER OF PARLIAMENT—Four NMB mediators discuss labor relations matters with Devaraj Virahsawmy, a member of Parliament and advisor to the Federation of United Workers on the Island of Mauritius. From left to right: Mediators Joseph E. Anderson and Samuel J. Cognata, Mr. Virahsawmy, and Mediators Thomas B. Ingles and John B. Willits.

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formation Agency and the Institute of International Education.

NMB Publishes Tenth Volume of Determinations

The National Mediation Board has published its tenth volume in a series titled, "Determinations of the National Mediation Board." Volume 10 covers determinations of craft or class as well as other significant determinations of the Board relating to Section 2, Ninth, of the Railway Labor Act. There are 164 determinations, each of which carries a 10 NMB number, covering the period from October 1, 1982, through September 30, 1983.

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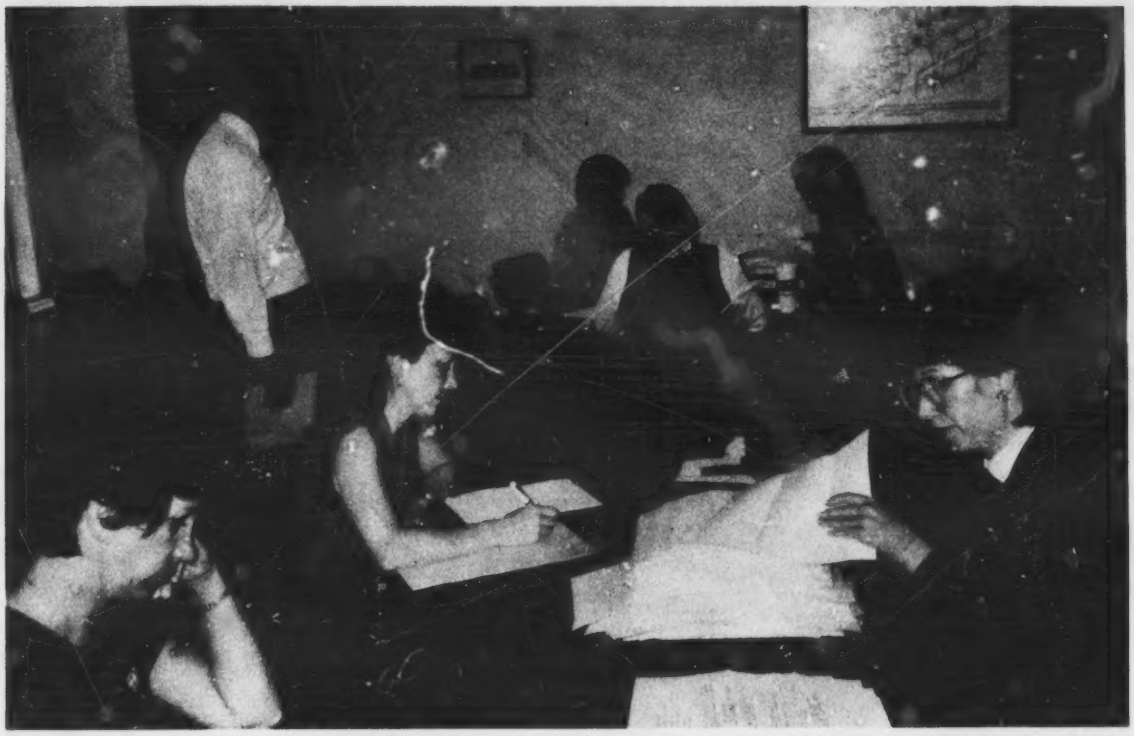
III. Representation Case Developments

Significant policy decisions were made in a number of representation cases resolved by the Board in fiscal 1983, as evidenced in the following report on current representation developments.

Jurisdiction

For the fourth consecutive year, the National Mediation Board was confronted with a substantial number of cases involving the jurisdiction of the Railway Labor Act. As in prior years, these cases arose either from the filing of an application for investigation of representation dispute by a labor organization, or by a referral from the National Labor Relations Board.

In *Cybernetics & Systems, Inc.*, 10 NMB No. 108 (1983), the Board held that the employer was a carrier under the Act. Cybernetics & Systems is a wholly-owned subsidiary of the CSX Corporation, which owns the Chessie and Seaboard System Railroads; has interlocking officers and directors with CSX and the railroads; and provides data processing services to railroad customers. Three-quarters of the company's employees performed work covered by the Railroad Retirement Tax Act, accounting for almost half of the total man-hours worked.



THE DRAMA UNFOLDS—More than 8,500 Passenger Service Employees were the subject of this fiscal 1983 ballot count involving the International Association of Machinists and Aerospace Workers. In foreground (right) Board Representative Gale L. Oppenberg tallies ballots as do other NMB staff personnel in background. Also at the two tables assisting in vote tabulation are IAM&AW representatives.

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Helicopter companies providing service to the off-shore oil industry were the subject of the Board's decision in *Air Logistics,* 10 NMB No. 149 (1983). The Board held that such companies, when certificated as Air Taxi or Commercial Operators and engaging in common carriage, are subject to the Act. This case is similar to one involving Evergreen Helicopters, in that both carriers provided specialized helicopter transportation, and not simply general passenger transportation.

The Board held that a narrow-gauge railroad providing scenic tours during the tourist season across state lines is a common carrier by rail subject to the Act, in *Cumbres & Toltec Scenic Railroad,* 10 NMB No. 106 (1983).

In *Henson Aviation d/b/a Friendship of BWI,* 10 NMB No. 36 (1983), the Board found that a division of the corporation engaged in common carriage by air was subject to the Act where the division's employees performed parking, fueling, dispatching, loading and unloading, lavatory cleaning, and light maintenance services for air carriers. There were common working conditions and officers for the airline and the service division.

In *International Total Services,* 11 NMB No. 24 (1983), the Board found that those portions of ITS which provided airport services to airlines, subject to the control of the air carriers, were subject to the Act.

No Railway Labor Act jurisdiction exists over the *Alaska Railroad Company,* 10 NMB No. 156 (1983). The Board found that this Federally-owned railroad was not subject to the Act, and that the Alaska Railroad Transfer Act of 1982 specifically exempted the carrier from RLA jurisdiction upon its transfer to the State of Alaska.

The Board also found that it had no jurisdiction over the rail operations of *Louis Dreyfus Canada,* 11 NMB No. 11 (1983). This company operated a small rail system at its grain elevator in Baltimore which was used to unload hopper cars onto ships. It did not engage in any common carriage activities, and was not owned or controlled by any carrier.

In *International Aviation & Travel Academy,* 10 NMB No. 150 (1983), the Board held that a school providing airframe and powerplant mechanic training was not subject to the Act, even though it was a subsidiary of the holding company which owns Frontier Airlines. The Board found that graduates of the school did not go to work for Frontier, and that most went to work for fixed base operators and other non-carrier employers.

No opinion was rendered in *Kenworthy Air Freight Services,* 10 NMB No. 161 (1983), because the Board was advised that the company had ceased operations.

Representation Elections

In *Air Florida,* 10 NMB No. 105 (1983), the Board waived the showing of interest requirement of Section 1206.2 of its Rules when the carrier refused to provide a list of potential eligible voters, as specified in the NMB Representation Manual. The Board also established a list of eligible voters when the carrier failed to object to the list of potential eligible voters drawn up by the Board representative. In an earlier decision in the same case, 10 NMB No. 91 (1983), the Board refused to postpone the handling of the case pending resolution of litigation involving the Board and the Carrier.

Similarly, in *Continental Airlines,* 11 NMB No. 18 (1983), the Board refused to delay its investigation until the conclusion of the Chapter XI bankruptcy proceedings involving that carrier. The Board directed the Board representative to construct eligibility and address lists using all available sources, based upon the carrier's asserted inability to provide that information. Continental sought unsuccessfully to have the bankruptcy court enjoin the mailing of ballots. However, in January 1984, a bankruptcy judge held that the automatic stay provisions of the Bankruptcy Code were applicable to the Board's election process. An appeal has been filed by the Department of Justice seeking to reverse that unprecedented decision.

In a series of cases involving *Varig Brasilian Airlines,* 10 NMB Nos. 46, 66 and 80 (1983), the Board refused to dismiss five applications for investigation of representation disputes supported by dues authorizations where the organization already represented most of the employees pursuant to voluntary recognition agreements. The Board has long permitted use of dues check-off lists to support the showing of interest, and a union may seek to become the certified representative of employees it already represents by agreement with the carrier. Finally, the board ruled that clerical employees in district sales offices performed predominantly clerical functions, not passenger service functions.

Considering the carrier's protest in *Air Micronesia,* 10 NMB No. 56 (1983), the Board found no basis for reconsideration of its earlier decision finding a protest filed after the count, where the facts were known to the carrier beforehand and the carrier

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ELECTION UNDERWAY—Envelopes containing ballots are opened only after key numbers on envelopes are checked against a master employee eligibility list. Matching key numbers with names on lists during a typical election are (left to right) Board Representatives John B. Willits, Joseph E. Anderson, Faye M. Landers and Samuel J. Cognata.

advised the Board that it wanted to proceed with the count, to be untimely.

In the absence of compelling evidence that its day-to-day operations were controlled by the 28 air carriers which owned it, the Board refused to hold that *Air Cargo* was a joint employer with the owner-carriers, 10 NMB No. 61 (1983). The Board also refused to treat each city in which Air Cargo operated as a separate "system" for purposes of representation, finding instead a single nation-wide system of operation.

The Board reaffirmed its policy of treating dismissed employees with pending lawsuits for reinstatement as eligible voters in *Pioneer Airways,* 10 NMB No. 99 (1983). In the same case, the Board ruled that the carrier's Assistant Vice President, Chief Pilot, and Director of Flight Training were not eligible voters, based upon their role in formulating and implementing carrier policy and in their role in operation of the carrier.

In *United Airlines,* 10 NMB No. 117 (1983), the Board reaffirmed its policy of treating furloughed employees as eligible voters if they have a reasonable expectation of returning to work. The Board also affirmed that regular part-time employees are eligible, but that otherwise eligible employees who are working for another carrier are ineligible.

Pilots undergoing training who had not yet flown a revenue flight for the carrier were ruled eligible to vote in *Scheduled Skyways,* 10 NMB No. 153 (1983).

In *Guyana Airways,* 11 NMB No. 6 (1983), the board ruled that the Reservations Sales Superintendent was a management official, based upon his authority to grant overtime, schedule work, and make effective recommendations regarding hiring, firing, and discipline. The Board also held that the supervisor of a branch office was a lead employee, not a management official, where there was no evidence that she actually performed managerial duties. Finally, the Board held that the Manager's secretary was not a confidential employee, since she had no access to confidential information.

Furloughed second officers working as instructors were ruled eligible to vote as Ground Instructors in *United Airlines,* 11 NMB No. 17 (1983), where

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they had no recall dates to return to flight status. In accordance with its usual policy, retired employees were ruled ineligible by the Board notwithstanding the union's contention that they had been furloughed.

Change of Representative

The Board frequently is called upon to conduct representation elections where one organization or individual seeks to oust an incumbent representative. In almost every such case, where the applicant has the required showing of interest and an election is held, either the applicant or the incumbent is subsequently certified.

However, in a case involving Office Clerical Employees of *Alitalia Airlines,* 10 NMB No. 107 (1983), less than a majority of eligible employees voted in the election. The Board therefore dismissed the application. The incumbent union then asserted that it was still the representative of the craft or class, since no *new* organization had been certified.

The Board ruled that the employees were unrepresented following the dismissal of the application, since less than a majority had indicated a desire to be represented, as required under Section 2, Fourth, of the RLA.

Subordinate Officials

The major case involving supervisory personnel decided during the year was *British Airways,* 10 NMB No. 62 (1983). In this case, the organization represented various categories of employees pursuant to voluntary recognition agreements with the carrier, and sought certifications covering all of the employees. Following extensive hearings, the Board determined that crafts or classes of Maintenance and Stores Supervisors, Fleet and Passenger Service Supervisors, and Dispatchers, existed on the carrier. However, a number of employees covered by the agreements were determined to be management officials not covered by the Act, and these employees were excluded from the crafts or classes.

In a series of cases involving the *Pend Oreille Valley Railroad,* 10 NMB No. 129 (1983), the Board found that Track Foremen possessed the authority to hire, fire, and discipline employees; expend carrier funds; and exercise independent judgment with respect to planning and scheduling work assignments. The Board therefore concluded that Track Foremen were not subject to the Act.

For the fourth time in eighteen years, the board held that flight instructors and ground instructors were "employees or subordinate officials" subject to the Act in *United Airlines,* 10 NMB No. 144 (1983). The carrier reorganized its flight training center after the Board's third determination, merging several jobs and creating a new position called Training Check Airman (TCA). In its latest decision, the Board held that Ground Instructors constituted a craft or class. However, the board found that TCA's did not share a community of interest with Ground Instructors, and did not reach the question of their status under the Act. Basically, TCA's were line pilots on temporary assignment who flew regular assignments as pilots, and who performed some duties previously performed by management officials, including checking captains.

Board Representatives Joseph E. Anderson and Roland Watkins expedite an election by opening ballots with a mechanical letter opener.

Miscellaneous Crafts or Classes

The Board ruled that various cargo employees of *Alia Royal Jordanian Airlines,* 10 NMB No. 65 (1983), constituted a craft or class of Fleet Service Employees. The employees were responsible for soliciting cargo sales, preparing paperwork, and dealing with the crews of contractor employees who provided physical handling of the cargo.

A craft or class of Fleet and Passenger Service Employees was found to exist in *Britt Airways,* 10 NMB No. 54 (1983). The Board held that Gate,

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Ticket, Customer Service and Ramp Agents constituted a single craft or class where the evidence showed substantial cross-utilization among a small number of employees.

Fleet Service Employees were found to be a separate craft or class in *Jet America,* 10 NMB No. 60 (1983), where the carrier had separate, specialized job classifications performing either fleet service or passenger service functions. There was no evidence that ramp agents were trained to perform passenger service functions such as making reservations or ticketing.

In *Aerotal Airlines,* 10 NMB No. 67 (1983), the Board found that the 10 employees in the case constituted a craft or class or Office Clerical, Fleet and Passenger Service Employees. The carrier utilized composite jobs, such as Reservations Agent/Secretary, and there was extensive cross-utilization of employees.

Separate crafts or classes of Fleet Service Employees and Passenger Service Employees were determined to exist in *Continental Airlines,* 10 NMB No. 142 (1983). As found by the Board, Fleet Service Employees included agents whose regular assignment involved preponderantly ramp and/or cargo duties, and Load Planning Specialists. Passenger Service Employees included President's Club Hosts/Hostesses, Skycaps, Reservations Agents, City Ticket Office Agents, Scheduled Airline Ticket Office Agents; and Airport Sales Agents and Customer Service Agents except those whose regular assignment involves preponderantly ramp and/or cargo duties. The Board distinguished between the preponderant duties of employees and those duties which are merely incidental to their work.

In *Grand Trunk Western Railroad,* 10 NMB No. 88 (1983), the Board found that lieutenants in the carrier's police force were not "employees or subordinate officials" covered by the RLA. In over 35 years of representation of police officers, lieutenants had always been excluded from coverage by the collective bargaining agreement. They supervised other police officers, imposed discipline, sat on promotion boards, and scheduled work. Therefore, the Board held that lieutenants were excluded from the craft or class of Police Officers on this carrier.

The Board affirmed its policy of certifying one-person crafts or classes in *Pend Oreille Valley Railroad,* 10 NMB No. 129 (1983), and rejected the carrier's assertion that a craft or class must have more than one member. The Board noted the differences between the RLA, which gives each craft or class the right to be represented, and the National Labor Relations Act, which vests in the National Labor Relations Board the discretion to define appropriate bargaining units of employees.

In a case involving the *National Railroad Passenger Corporation (AMTRAK),* 10 NMB No. 163 (1983), the Board found no basis to reestablish a craft or class of Telegraphers on Amtrak where that craft or class had been merged into Clerical, Office, Station and Storehouse Employees because of technological change. Although the craft or class of Telegraphers historically existed, and performed many clerical duties, the development of computers to perform many communications functions eliminated the principal distinction between the two crafts or classes, so that some jobs were identical.

In *Capitol Air,* 11 NMB No. 12 (1983), the Board held that crew schedulers and operations agents performed work which was preponderantly clerical in nature. Because they did not perform any of the ramp work traditionally considered part of the craft or class of Fleet Service Employees, they were not part of that craft or class.

Finally, in *Republic Airlines,* 11 NMB No. 23 (1983), the Board held that Network Coordinators, who analyze problems in the communications system, perform minor repairs, and contact repair personnel, performed work which was Office Clerical in nature.

Changes in the Representation Manual

The Board made one change in 1983 in its Representation Manual, which provides general guidance for Board employees in the handling of representation cases pursuant to Section 2, Ninth, of the RLA. This change resulted from the conversion from franked U.S. Government envelopes to use of postal meters and permits.

Effective October 1, 1983, the Board implemented a white ballot return envelope imprinted with a business-reply permit. The envelope was redesigned to accomodate the change, and samples of the new envelope were distributed in September 1983.

NERSA

The Northeast Rail Service Act of 1981, §1131 et seq. of PL 97-35, transferred responsibility for operation of ConRail's commuter passenger service to states, effective January 1, 1983. Certain ConRail employees, equipment, and facilities were transferred to the state agencies created to operate commuter service. A representation dispute arose among maintenance of Way Employees on the Metro-North

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Railroad, which was established to operate service in New York and Connecticut. 10 NMB No. 111 (1983).

In the course of handling the dispute, the Board was confronted with the questions of whether NERSA or the existing collective bargaining agreement were bars to the filing of the application, and which employees would be eligible to vote in any representation election.

The Board held that there was no evidence that Congress had intended to freeze the representation of employees, or to deprive employees of their right to select a representative, in enacting NERSA. In addition, the Board reiterated its holding that the existence of a collective bargaining agreement does not bar the employees from changing representatives. Therefore, the Board found that there was no bar to acceptance of the application.

Under NERSA, ConRail employees had a choice between remaining on ConRail or exercising their seniority to obtain a position on Metro-North. Some employees, including discharged or disabled employees or employees on leave of absence, were not required to make an election. Employees who bid and were awarded places on the Metro-North seniority roster retained rights on both railroads, and furloughed employees could be recalled to either property.

The Board ruled that only employees who bid for and had been awarded places on the Metro-North seniority roster would be eligible to vote (unless ineligible under the Board's normal election rules). Furloughed employees were eligible unless recalled to ConRail, because they were more likely to be recalled to Metro-North than to ConRail. Finally, employees who had not been required to make an election were ineligible.

Interference with NMB Elections

Several cases during the year involved the question of whether carrier or union conduct interferred with an election in violation of the RLA.

In *Pioneer Airlines,* 10 NMB No. 72 (1983), the Board ruled that a front-page item in the Wall Street Journal which erroneously stated that the Air Line Pilots Association had won an election which the Board had not yet conducted, provided no basis for postponing the election.

In an unusual set of circumstances in *Alia Royal Jordanian Airlines,* 10 NMB No. 116 (1983), the Board set aside a mail-ballot representation election where both the carrier and organization alleged that the other hand interfered with the election. The Board stated that the evidence presented would lead it to find that remedial action was necessary. Therefore, to conserve administrative resources, the Board dispensed with a lengthy investigation and ordered a rerun ballot box election. The Board specifically stated that its Order was not to be interpreted as implying that it had made any determination with respect to the merits of either side's allegations.

*The carrier's allegations that supervisors had interfered with employee rights by soliciting union authorization cards were found to be unsubstantiated in *Pend Oreille Valley Railroad,* 10 NMB No. 129 (1983). The Board stated that unsubstantiated allegations of interference made by a carrier with respect to its own officials' actions do not provide a basis for dismissal of the union's application.

In *Rio Airways,* 11 NMB Nos. 28 and 37 (1983), the Board set aside a mail ballot election and ordered a remedial ballot box election using a "yes/no" ballot. The Board found that a carrier official had interfered with the first election by setting up a box in which employees could deposit their ballots, and advised employees of the box's purpose. Even though no ballots were actually collected, the Board held that the employees' freedom to select a representative without carrier interference had been violated. The Board denied the carrier's request that a remedial ballot not be utilized, relying on fifty years of Board and supreme Court precedent.

Finally, in *Sea Airmotive,* 11 NMB No. 33 (1983), the Board ordered remedial ballots used where the U.S. District Court had found that the carrier had engaged in conduct which may have violated the employees' rights. The court enjoined the carrier from further interference with the right to organize; from terminating any employee except for good cause; and from furloughing except in seniority order. The court also ordered the reinstatement of all employees retroactively, with furloughs based upon their previous seniority.

Interpretations

Under the provisions of Section 5, Second, of the RLA, the Board is empowered to issue interpretations of agreements reached through mediation. The board rarely grants requests for an interpretation, and normally refers the parties to the grievance and arbitration procedures of the Act.

In 1983, the Board considered a request for an interpretation in *Aloha Airlines,* 11 NMB No. 29 (1983). The Board declined to issue an interpretation because the collective bargaining agreement at issue had been superseded by a subsequent agreement.

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IV. NMB Legal Activities During Fiscal 1983

BEFORE THE COURT—NMB General Counsel Ronald M. Etters prepares for a hearing before the United States District Court for the District of Columbia.

After almost a decade of increasing litigation affecting the NMB, the volume decreased measureably in fiscal 1983. This year the General Counsel's office handled 39 cases, as contrasted with 55 in fiscal year 1982 and 46 in 1981. Regardless of whether this decrease in litigation reflects a pattern of a continuing nature or a single-year event, it is a positive development in light of the historical trend toward increased resort to the courts.

Litigation cases this year have involved more complex issues and pleadings. Three civil actions were based on whether the NMB had a sufficient quorum to transact business during the four-month period when only one Board Member was in office. The lead case regarding that issue is summarized below.

As in previous years, the NMB's employee representation reponsibilities accounted for the largest category of litigation activity in fiscal 1983. Additional cases included in this Report concern the Freedom of Information Act and alleged NMB liability associated with the arbitration process.

Decisions Affecting the National Mediation Board

The D.C. Circuit reversed the District Court by a 2-1 panel decision in *Railroad Yardmasters of America* v. *Robert O. Harris, Chairman and National Mediation Board.*[1] Rehearing *en banc* was denied on January 12, 1984. The Circuit Court held that a certification issued by the NMB while the

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agency had only one Board member in office was valid based on a delegation order empowering Chairman Harris to act for the Board. That delegation order had been issued while the NMB had two Board members in office.

Section 4, Fourth, of the Railway Labor Act, 45 U.S.C. §154, Fourth, authorizes the NMB to delegate "any portion" of its responsibilities to an "individual member" of the Board. The Court concluded that this language did not limit the extent of agency functions which could be delegated, at least when the delegation was made to permit the Board to continue functioning. It was further concluded that the delegation, vacancies and quorum provisions of Section 4 of the Act formed a "coherent framework" to ensure the Board's continued functioning. In the Court's view, the continued validity of the delegation order was not affected when one of the two Board members who authorized the order subsequently left office. The dissenting opinion concluded that the NMB's delegation of authority to Chairman Harris ceased to be in effect when the agency was reduced to only a single Board member. Both the majority and the dissent would have applied a holding against the Board prospectively only.

The Fifth Circuit reversed the District Court in *L.G. Russell, et al.* v. *National Mediation Board, et al.*[2] Rehearing *en banc* was denied on November 28, 1983. The Circuit Court held that the NMB was obligated to proceed with its investigation of Mr. Russell's "Application for Investigation of Representation Dispute" which had been filed with the Board and subsequently dismissed.

In considering the scope of judicial review applicable to the case, the opinion noted the courts have agreed that the "details and procedures of representational disputes" are not subject to review. However, the Court concluded that the NMB had violated a "clear statutory mandate" by dismissing Russell's application on the ground that he did not "intend to represent" the affected employees even if certified by the Board. It was reasoned that the Railway Labor Act has "no qualifiers" associated with the statutory term "representative". Although the court recognized that the Act does "encourage collective bargaining", it also concluded that employees have a statutory "freedom of choice" regarding representation or non-representation. The Fifth Circuit remanded the case to the District Court with instructions that it direct the board to proceed with its investigation of Russell's application in the same manner it would with any other application.

In *Long Island Rail Road Co.* v. *National Mediation Board, et al.*,[3] the Second Circuit held that the NMB had met its duty to investigate the various representation matters at issue and, therefore, affirmed the summary judgment entered in the board's favor by the District Court. The Circuit Court noted that the "methods and procedures" of an investigation are within the Board's discretion. The various LIRR claims regarding eligibility, investigative technique and investigative sufficiency were found to be matters within the discretion of the NMB.

Last year we reported two decisions concerning representation issues at Air Florida. *United States of America* v. *Air Florida, Inc.* and *Air Florida, Inc.* v. *National Mediation Board, et al*[4] The pending appeals in those matters were dismissed as moot by the Eleventh Circuit during 1983. The District Court's decisions were not vacated. *Air Florida, Inc.* v. *National Mediation Board, et al.* and *United States of America* v. *Air Florida, Inc., appeals dismissed as moot.*[5]

A 2-1 panel decision was issued by the D.C. Circuit in *International Brotherhood of Teamsters* v. *National Mediation Board, et al.*[6] Panel rehearing was denied on September 28, 1983. The Court held that the employee address labels provided to the Board by Trans World Airlines for use in a mail ballot representation election were not "records" subject to the Freedom of Information Act. Accordingly, disclosure of those labels, or the copies thereof, could not be compelled under the FOIA. It was reasoned that the NMB's "transitory" possession of the labels did not constitute sufficient control for them to be treated as "records" of the Board. The dissent concluded that the address labels were "records" subject to the FOIA, but noted that they possibly could have been withheld from disclosure based on one of the various statutory exemptions originally cited by the NMB.

In *M.G. Radin* v. *United States of America and National Mediation Board,*[7] the Fourth Circuit affirmed the District Court's judgment that the action was barred by sovereign immunity and that the NMB was an improper party defendant. The plaintiff/appellant initially brought the action in 1981 in connection with an adverse arbitration award issued in 1976.

Citations:

[1] 114 LRRM 3214 (D.C. Cir. 1983).
[2] 714 F. 2d 1332 (5th Cir. 1983).
[3] 703 F. 2d 680 (2nd Cir. 1983).
[4] 109 LRRM 2921, 109 LRRM 2924 (S.D. Fla. 1982).
[5] 115 LRRM 2064 (11th Cir. 1983).
[6] 712 F. 2d 1495 (D.C. Cir. 1983).
[7] 699 F. 2d 681 (4th Cir. 1983).

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The Complaint alleged that the United States and the NMB were liable for certain actions by the arbitration forum which deprived Mr. Radin of his Fifth Amendment right to due process. In rejecting these claims, the Circuit Court concluded that the narrow scope of liability for violations of Constitutional rights applicable to individual federal officials does not by analogy extend liability to the United States for a Fifth Amendment deprivation caused by a Federal agency. The Court further concluded that the claim for damages against the NMB also was barred by sovereign immunity because the United States was the real party in interest. It was found that the Board was an improper party in any event because the NMB could not be held liable for actions by the arbitration forum that the board could not review or control.

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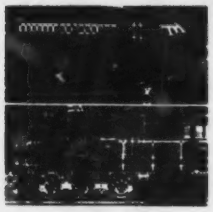

V. A Look at Our Case Record

Overall Assessment of Closed Out Cases

The National Mediation Board aggregate number of closed out cases (1935-1983) is climbing toward the 17,000 mark. To date, 16,736 disputes have been resolved. The case distribution included 11,178 mediation, 5,414 representation and 144 interpretation cases stamped "closed."

There were 401 cases of all types resolved in fiscal 1983, more than a 70% increase over the previous year's close out of 235 cases.

All told, 309 mediation cases were resolved—a 10-year high. Closed were 256 railroad and 53 airline mediation disputes. More than 100 railroad cases were withdrawn, however, following the national rail settlement between the United Transportation Union and the carriers. Still, the number of closed rail mediation cases between fiscal 1982 and 1983 increased from 90 to 142—a 58% jump.

The number of mediation cases closed was especially notable due to the fact there were numerous difficult and complex issues in rail and airline bargaining in fiscal 1983. This resulted in many continuous hours of work for Board Members and NMB staff mediators in bringing collective bargaining to a successful conclusion at year's end.

With an upturn in the economy, union organizing efforts intensified in the 12-month period. Ninety-two representation cases were resolved in fiscal year 1983, a 14% increase over the 81 cases closed the previous year.

There were no interpretation cases closed in fiscal 1983.

All in all, the Board was effective in resolving an increased number of mediation and representation cases and in maintaining labor peace with only one strike in each industry.

Cases Docketed

The Board's docketed caseload of railroad and airline cases reached 16,895, as a result of 288 new cases being added in fiscal 1983.

Table 1 shows the Board docketed 98 rail and airline representation cases, a 34% increase over fiscal 1982. With a 21-case carryover, there were 119 representation cases pending at the beginning of fiscal 1983. Ninety-two cases were resolved, leaving 27 representation disputes unsettled at the end of the fiscal year.

Table 1 also indicates the Board docketed 190 mediation cases in fiscal 1983. With a 347-case carryover, there were 537 mediation cases to be settled at the first of the year. As previously stated, 309 of those cases were resolved in the next 12 months.

Definitions

The three dispute categories covered in this chapter are:

Mediation—Contract disputes entered into by NMB between carriers and employees affecting rates of pay, rules or working conditions not settled through direct negotiations. These cases are commonly referred to as "A" cases.

Representation—Disputes among crafts or classes of employees as to who will represent them for purposes of collective bargaining with employers. These cases are commonly referred to as "R" cases.

Interpretation—Controversies arising over the meaning of the application of an agreement reached through mediation. These cases are commonly referred to as interpretation cases.

Major Groups of Employees Involved In Various Cases

The rail and air industries are among the most heavily unionized in the United States. Over 80% of the rail industry and about 60% of the airline industry are currently organized. Virtually all nonmanagement employees of the major railroads are

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PLANES AND TRAINS—In fiscal 1983, railroad mediation and representation activity was by far the greatest among Train, Engine and Yard Service employees. Fleet Service employees led all other groups of workers in the number of airline representation disputes closed.

represented by labor unions. Extent of union organization in the airline industry varies considerably by craft or class. At one extreme is the pilot craft or class which is 100% unionized on the major and national air carriers. At the other end of the continuum is the clerical employee grouping: somewhat less than one-quarter of the employees in this grouping are represented for collective bargaining purposes. In total, the railroads have on their payrolls over 400,000 persons and the airlines over 300,000.

Given the high degree of unionization in these two industries, it is not surprising that the bulk of union organizing efforts involves small groups of employees. Only four elections conducted by the Board during FY 1983 involved more than 500 employees, while 50 cases involved 50 or fewer employees. Of cases that went to an election, the "average" airline case involved 342 employees and the "average" railroad case involved 35 employees. Table 2 shows that in total 15,010 airline and railroad employees were involved in representation cases closed during the current year compared to 4,701 employees last year. Following the trend of recent years, most of the employees involved in representation proceedings were in the airlines. Ninety-two representation cases were resolved in fiscal year 1983, a 14 percent increase over fiscal year 1982.

Table 3 covers the major groups of employees involved in the closing of 401 mediation and representation cases in fiscal 1983. This compares with 235 mediation and representation cases closed in fiscal 1982. Employees in the railroads were involved in 289 mediation and representation cases and employees in the airlines were involved in 112 mediation and representation cases closed by the Board in fiscal 1983. Table 4 is a summary of the crafts or classes of employees involved in representation cases closed in fiscal 1983.

Elections and Certifications of Representatives

There were 6,859 employees who actively participated in the outcome of railroad and airline elections in fiscal 1983. Certifications were issued in 51 rail and airline cases—a 34% increase over the number of certifications issued in fiscal 1982. Airlines led with 29 certifications—seven more than in the previous year. Some 3,097 airline employees participated in these certified elections out of the 4,351 workers involved.

Table 5 reports the number of crafts or classes certified and the number of employees involved in elections. It also shows the number of national labor organizations, local unions and/or individuals who participate in organizing drives.

In the railroads, employees involved in 20 of the 22 certifications either chose a new bargaining representative or were involved in union representation for the first time. In the airlines, unions won the right to represent 15 crafts or classes of previously unorganized workers. However, the combined number of unorganized workers was small—547.

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Table 1—Number of Cases Received and Closed Out During Fiscal Years 1935–1983

Status of Cases	49-Year Period 1935–1983	1983	1982	1981	1980	1975-79 5-Year Period (Avg.)	1970-74 5-Year Period (Avg.)	1965-69 5-Year Period (Avg.)	1960-64 5-Year Period (Avg.)
All Types of Cases									
Cases Pending and Unsettled at Beginning of Period	96	368	212	209	302	290	447	472	248
New Cases Docketed	16,895	288	391	299	268	319	300	394	302
Total Cases on Hand and Received	16,991	656	603	508	570	609	747	866	550
Cases Closed	16,736	401	235	296	361	315	339	356	289
Cases Pending and Unsettled at End of Period	255	255	368	212	209	294	408	510	261
Representation Cases									
Cases Pending and Unsettled at Beginning of Period	24	21	29	35	51	41	11	22	17
New Cases Docketed	5,417	98	73	125	128	111	76	82	62
Total Cases on Hand and Received	5,441	119	102	160	179	152	87	104	79
Cases Closed	5,414	92	81	131	144	104	74	82	62
Cases Pending and Unsettled at End of Period	27	27	21	29	35	48	13	22	17
Mediation Cases									
Cases Pending and Unsettled at Beginning of Period	72	347	183	174	251	247	435	447	228
New Cases Docketed	11,334*	190	318	173	139	207	221	309	235
Total Cases on Hand and Received	11,406	537	501	347	390	454	656	756	463
Cases Closed	11,178*	309	154	164	216	208	261	271	221
Cases Pending and Unsettled at End of Period	228	228	347	183	174	246	395	485	242
Interpretation Cases									
Cases Pending and Unsettled at Beginning of Period	0	0	0	0	0	0	2	3	3
New Cases Docketed	144	0	0	1	1	2	2	3	5
Total Cases on Hand and Received	144	0	0	1	1	2	4	6	8
Cases Closed	144	0	0	1	1	2	3	3	5
Cases Pending and Unsettled at End of Period	0	0	0	0	0	0	1	3	3

* This figure does not include reopened and reclosed cases.

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Table 2—Representation Case Disposition By Craft or Class, Employees Involved and Participating, October 1, 1982 to September 30, 1983

	Railroads				Airlines			
	Number of Cases	Number of Crafts or Classes	Number of Employees Involved	Number of Participating Employees	Number of Cases	Number of Crafts or Classes	Number of Employees Involved	Number of Participating Employees
Total	33	33	957	736	59	59	14,053	6,123
Disposition:								
Certification	22	22	951	736	29	29	4,351	3,097
Dismissals	11	11	6	—	30	30	9,702	3,026
Combined Railroad and Airline Cases	92	92	15,010	6,859				

Table 3—Number of Representation and Mediation Cases Closed by Major Groups of Employees, October 1, 1982 to September 30, 1983

	All Types of Cases	Representation Cases	Mediation Cases	Interpretation Cases
Grand Total, All Groups of Employees	401	92	309	0
Railroad Total	**289**	**33**	**256**	**0**
Agents, Telegraphers and Towermen	0	0	0	0
Boilermakers and Blacksmiths	4	0	4	0
Carmen	10	1	9	0
Dining Car Employees, Train and Pullman Porters	0	0	0	0
Electricians	6	0	6	0
Firemen and Oilers	5	0	5	0
Machinists	7	2	5	0
Maintenance of Equipment	0	0	0	0
Maintenance of Way and Signalmen	16	6	10	0
Marine Service	3	0	3	0
Mechanical Foremen and/or Supervisors of Mechanics	2	2	0	0
Office, Clerical, Station and Storehouse	8	3	5	0
Police Officers Below the Rank of Captain	5	2	3	0
Sheet Metal Workers	3	0	3	0
Subordinate Officials in Maintenance of Way	0	0	0	0
Technical Engineers, Architects, Draftsmen and Allied Workers	0	0	0	0
Train Dispatchers	4	0	4	0
Train, Engine and Yard Service	190	13	177	0
Yardmasters	10	1	9	0
Combined Groups, Railroad	9	0	9	0
Miscellaneous Railroad	7	3	4	0

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Table 3—Number of Representation and Mediation Cases Closed by Major Groups of Employees, October 1, 1982 to September 30, 1983—Continued

	All Types of Cases	Representation Cases	Mediation Cases	Interpretation Cases
Airline Total	**112**	**59**	**53**	**0**
Airline Dispatchers	9	3	6	0
Commissary/Catering Employees	2	1	1	0
Fleet and Passenger Service	6	1	5	0
Fleet Service	11	10	1	0
Flight Attendants	11	6	5	0
Flight Deck Crew Members	9	8	1	0
Flight Engineers	1	0	1	0
Guards	3	2	1	0
Mechanics and Related	15	6	9	0
Meteorologists	0	0	0	0
Nurses	0	0	0	0
Office Clerical	4	3	1	0
Office, Clerical, Fleet and Passenger Service	6	1	5	0
Passenger Service	8	7	1	0
Pilots	6	3	3	0
Port Stewards	0	0	0	0
Radio anu Teletype Operators	1	0	1	0
Stock and Stores	8	4	4	0
Combined Groups, Airline	5	0	5	0
Miscellaneous Airline	7	4	3	0

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Table 4—Number of Craft or Class Determinations and Number of Employees Involved in Closed Representation Cases, by Major Groups of Employees, October 1, 1982 to September 30, 1983

Major Groups of Employees	Number of Cases	Number of Craft or Class Determinations	Employees Involved	
			Number	Percent[1]
Grand Total, All Groups of Employees	92	92	15,010	100
Railroad Total	33	33	957	6
Agents, Telegraphers and Towermen	0	0	0	0
Brakemen	2	2	1	*
Carmen	1	1	1	*
Conductors	2	2	2	*
Dining Car Employees, Train and Pullman Porters	0	0	0	0
Electricians	0	0	0	0
Locomotive Engineers	9	9	116	1
Locomotive Firemen	0	0	0	0
Machinists	2	2	2	*
Maintenance of Equipment	0	0	0	0
Maintenance of Way and Signalmen	6	6	709	5
Marine Service	0	0	0	0
Mechanical Department Foremen and/or Supervisors of Mechanics	2	2	22	*
Office, Clerical, Station and Storehouse Employees	3	3	4	*
Police Officers Below the Rank of Captain	2	2	85	1
Subordinate Officials, Maintenance of Way	0	0	0	0
Technical Engineers, Architects, Draftsmen and Allied Workers	0	0	0	0
Train Dispatchers	0	0	0	0
Yardmasters	1	1	3	*
Yard Service	0	0	0	0
Miscellaneous Railroad	3	3	12	*
Airline Total	59	59	14,053	94
Airline Dispatchers	3	3	42	*
Commissary Employees	1	1	0	0
Fleet and Passenger Service	1	1	30	*
Fleet Service Employees	10	10	375	3
Flight Attendants	6	6	3,514	23
Flight Deck Crew Members	8	8	815	5
Flight Engineers	0	0	0	0
Guards	2	2	0	0
Mechanics and Related	6	6	282	2
Meteorologists	0	0	0	0
Office Clerical Employees	3	3	91	1
Office, Clerical, Fleet and Passenger Service Employees	1	1	21	*
Passenger Service Employees	7	7	8,686	58
Pilots	3	3	116	1
Radio and Teletype Operators	0	0	0	0
Stock and Stores Employees	4	4	22	*
Miscellaneous, Airline	4	4	59	*

* Less than 1 percent

[1] Percent listing for each group represents the percentage of the 15,010 employees involved in all railroad and airline cases in fiscal 1983.

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Table 5—Number of Crafts or Classes Certified and Employees Involved in Various Types of Representation Cases, October 1, 1982 to September 30, 1983

	National Organizations			Local Unions and/or Individuals			Total		
	Craft or Class	Employees Involved		Craft or Class	Employees Involved		Craft or Class	Employees Involved	
		Number	Percent[1]		Number	Percent[1]		Number	Percent[1]
RAILROADS									
Representation Acquired:									
Elections	9	37	*	1	21	*	10	58	*
Proved Authorizations	0	0	0	0	0	0	0	0	0
Representation Changed:									
Elections	9	807	5	1	39	*	10	846	6
Proved Authorizations	0	0	0	0	0	0	0	0	0
Representation Unchanged:									
Elections	2	47	*	0	0	0	2	47	*
Proved Authorizations	0	0	0	0	0	0	0	0	0
Total, Railroad	20	891	6	2	60	*	22	951	6
AIRLINES									
Representation Acquired:									
Elections	14	508	3	1	39	*	15	547	4
Proved Authorizations	0	0	0	0	0	0	0	0	0
Representation Changed:									
Elections	2	255	2	2	34	*	4	289	2
Proved Authorizations	0	0	0	0	0	0	0	0	0
Representation Unchanged:									
Elections	9	3,219	21	1	296	2	10	3,515	23
Proved Authorizations	0	0	0	0	0	0	0	0	0
Total, Airline	25	3,982	27	4	369	2	29	4,351	29
Total, Combined Railroad and Airlines	45	4,873	32	6	429	3	51	5,302	35

*Less than one percent

[1] Percent listing for each group represents the percentage of the 15,010 employees involved in all railroad and airline cases in fiscal 1983.

NOTE—These figures do not include cases that were either withdrawn or dismissed. Because of rounding, sums of individual items may not equal totals.

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Table 6—Employee Representation On Selected Rail Carriers As Of September 30, 1983

Railroad	Engineers	Firemen and Hostlers	Conductors	Brakemen, Flagmen, and Baggagemen	Yard-Foremen, Helpers, and Switch-tenders	Yard-masters	Clerical, Office, Station and Store-house	Maintenance of Way Employees	Telegraphers	Train Dispatchers
Alabama Great Southern RR Co.	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Atchison, Topeka & Santa Fe Rwy.	BLE	UTU	UTU	UTU	UTU	X	BRAC	BMW	BRAC	ATDA
Baltimore & Ohio RR	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Bessemer & Lake Erie RR	UTU	UTU	UTU	UTU	UTU	X	BRAC	BMW	BRAC	X
Boston & Maine Corp.	BLE	BLE	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Burlington Northern	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Central of Georgia Rwy. Co.	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Chesapeake & Ohio Rwy.	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Chicago & North Western Transportation Co.	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Chicago, Milwaukee, St. Paul & Pacific RR	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Cincinnati, New Orleans and Texas Pacific Rwy. Co.	UTU	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Consolidated Rail Corp.	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Delaware & Hudson Rwy. Co.	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Denver & Rio Grande Western RR	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Detroit, Toledo & Ironton RR	UTU	UTU	UTU	UTU	UTU	X	BRAC	BMW	BRAC	ATDA
Duluth, Missabe & Iron Range Rwy.	UTU	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Elgin, Joliet & Eastern Rwy.	BLE	UTU	UTU	UTU	UTU	UTU	BRAC	BMW	BRAC	LU
Florida East Coast Rwy.	FFRE	X	FFRE	FFRE	X	FFRE	FFRE	FFRE	FFRE	FFRE
Grand Trunk Western RR	BLE	BLE	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Illinois Central Gulf RR	BLE	UTU	UTU	UTU	UTU	SA	BRAC	BMW	BRAC	ITDA
Kansas City Southern Rwy.	BLE	BLE	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Missouri-Kansas-Texas RR	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Missouri Pacific RR	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
National RR Passenger Corp.	(*)	(*)	(*)	(*)	(*)	RYA	BRAC	BMW	BRAC	ATDA
Norfolk & Western Rwy.	BLE	UTU	UTU	UTU	UTU	X	BRAC	BMW	BRAC	ATDA
Pittsburgh & Lake Erie RR	BLE	BLE	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
St. Louis Southwestern Rwy.	BLE	BLE	UTU	UTU	UTU	WRSA	BRAC	BMW	BRAC	ATDA
Seaboard System RR	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Soo Line RR	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	(*)
Southern Pacific Transportation Co.	BLE	UTU	UTU	UTU	UTU	WRSA	BRAC	BMW	BRAC	ATDA
Southern Rwy	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Union Pacific RR	BLE	UTU	UTU	UTU	UTU	YSC	BRAC	BMW	BRAC	LU
Western Pacific RR	BLE	BLE	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA

See Footnotes at end of table

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Table 6—Employee Representation On Selected Rail Carriers As Of September 30, 1983—Continued

Railroad	Machinists	Boiler-makers and Black-smiths	Sheet Metal Workers	Electrical Workers	Carmen and Coach Cleaners	Power House Employees and Railway Shop Laborers	Railway Signalmen	Mech. Dept. Foremen and/or Supervisors of Mechanics	Dining Car Stewards	Dining Car Cooks and Waiters
Alabama Great Southern RR Co.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	BRAC	BRAC
Atchison, Topeka & Santa Fe Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	(*)	UTU	(*)
Baltimore and Ohio RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	RED	UTU	BRAC
Bessemer & Lake Erie RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	(*)	(*)	(*)
Boston & Maine	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	SA	BRAC
Burlington Northern	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	X	(*)	(*)
Central Of Georgia Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	(*)	(*)
Chesapeake & Ohio Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HRE
Chicago & North Western Transportation Co.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HRE
Chicago, Milwaukee, St. Paul and Pacific RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	MRSA	UTU	HRE
Cincinnati, New Orleans and Texas Pacific Rwy. Co.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	(*)	(*)
Consolidated Rail Corporation	IAM&AW	BB	SMWIA	IBEW	BRC/TWU	IBFO	BRS	BRAC	(*)	(*)
Delaware & Hudson Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HRE
Denver & Rio Grande Western RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	X	UTU	SA
Detroit Toledo & Ironton RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRC	(*)	(*)
Duluth, Missabe & Iron Range Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	MDFA	(*)	(*)
Elgin, Joliet & Eastern Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	(*)	(*)	(*)
Florida East Coast Rwy.	FFRE	FFRE	SMWIA	IBEW	FFRE	FFRE	FFRE	FFRE	(*)	(*)
Grand Trunk Western RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HRE
Illinois Central Gulf RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	(*)	UTU	HRE
Kansas City Southern Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	(*)	(*)
Missouri-Kansas-Texas RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	(*)	(*)
Missouri Pacific RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	(*)	BRAC	(*)	(*)
National RR Passenger Corporation	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HRE
Norfolk & Western Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HRE
Pittsburgh & Lake Erie RR	IAM&AW	BB	SMWIA	IBEW	TWU	IBFO	BRS	BRAC	(*)	(*)
St. Louis Southwestern Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	X	HRE
Seaboard System RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HRE
Soo Line RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	(*)	(*)
Southern Pacific Transportation Co.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HRE
Southern Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	BRAC
Union Pacific RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HRE
Western Pacific RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HRE

(*) Carriers report no employees in this craft or class.
x Employees in this craft or class but not covered by agreement.

Table 6a—Employee Representation On Selected Rail Carriers As Of September 30, 1983—(Marine)

Railroad (Marine)	Licensed Deck Employees	Licensed Engineroom Employees	Unlicensed Deck Employees	Unlicensed Engineroom Employees	Captains, Lighters, Grain Boats	Floatwatchmen, Bridgemen, Bridge Operators	Cooks, Chefs, Waiters
Atchison, Topeka & Santa Fe Rwy.	MMP	MEBA	IUP	—	—	—	—
Chesapeake & Ohio Rwy.:							
Chesapeake District	MMP	MEBA	SIU	USWA	—	—	—
Pere Marquette District	MMP	GLLOO	NMU	NMU	—	—	NMU
Norfolk & Western Rwy.	GLLOO	MEBA	USWA	USWA	—	—	—

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Table 6b—Employee Representation On Selected Air Carriers As Of September 30, 1983

Airline	Pilots	Flight Engineers	Flight Dispatchers	Flight Attendants	Radio and Teletype Operators	Mechanics	Clerical, Office, Fleet and Passenger Service	Stock and Stores
American Airlines, Inc.	APA	FEIA	TWU	APFA	TWU	TWU	—	TWU
Continental Airlines, Inc.	ALPA	ALPA	TWU	UFA, LU 1	—	IAM&AW	—	IAM&AW
Delta Air Lines, Inc.	ALPA	—	PAFCA	—	—	—	—	—
Eastern Air Lines, Inc.	ALPA	ALPA	IAM&AW	TWU	IAM&AW	IAM&AW	—	IAM&AW
Frontier Airlines, Inc.	ALPA	—	TWU	AFA	—	IAM&AW	ALEA	IAM&AW
Northwest Airlines, Inc.	ALPA	IAM&AW	TWU	IBT	TWU	IAM&AW	BRAC	IAM&AW
Ozark Air Lines, Inc.	ALPA	—	TWU	AFA	IBT	AMFA	IAM&AW	IBT
Pacific Southwest Airlines, Inc.	ALPA	—	SDA	IBT	—	IBT	IBT[2]	IBT
Pan American World Airways, Inc.	ALPA	FEIA	TWU	IUFA	—	TWU	IBT	IBT
Piedmont Airlines, Inc.	ALPA	—	TWU	AFA	—	IAM&AW	—	IAM&AW
Republic Airlines, Inc.	ALPA	—	TWU	AFA	ALEA	IAM&AW	ALEA	IAM&AW
Southwest Airlines, Inc.	SAPA	—	SAEA	TWU	—	IBT	IAM&AW[3]	SAEA
Trans World Airlines, Inc.	ALPA	ALPA	TWU	IFFA	—	IAM&AW	—	IAM&AW
United Air Lines, Inc.	ALPA	ALPA	IAM&AW	AFA	IAM&AW	IAM&AW	-	IAM&AW
U.S. Air	ALPA	—	—	AFA	—	IAM&AW	IBT[1]	IAM&AW
Western Airlines, Inc.	ALPA	ALPA	TWU	AFA	—	IBT	ATE	IBT

[1] Fleet Service Employees Only.
[2] Fleet Service and Passenger Service Employees.
[3] Reservations Agents.

Table 7—Unions Associated With Rail And Air Carriers

	RAILROADS
ADPA	Association of Data Processors-Analysts
AFRP	American Federation of Railroad Police, Inc.
APA	AMTRAK Police Association
ATDA	American Train Dispatchers Association
BB	International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers & Helpers
BLE	Brotherhood of Locomotive Engineers
BMWE	Brotherhood of Maintenance of Way Employes
BRAC	Brotherhood of Railway, Airline & Steamship Clerks, Freight Handlers, Express & Station Employes
BRC	Brotherhood Railway Carmen of United States and Canada
BRS	Brotherhood of Railroad Signalmen
CMR	Committee for Management Representation
FFRE	Florida Federation of Railroad Employees
FPREU	Fordyce & Princeton Railroad Employees Union
HRE	Hotel & Restaurant Employees & Bartenders International Union
IAM&AW	International Association of Machinists & Aerospace Workers
IBEW	International Brotherhood of Electrical Workers
IBFO	International Brotherhood of Firemen and Oilers
IBT	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America
IRSA	Independent Railway Supervisors Association
ITDA	Illinois Train Dispatchers Association
IYT	Independent Yardmasters of Tacoma
LU	Local Union
MDFA	Mechanical Department Foremen's Association
PBA-LIRRP	Police Benevolent Association-Long Island Rail Road Police
ROWU	Railway Office Workers Union
RYA	Railroad Yardmasters of America
SA	System Association, Committee or Individual
SMWIA	Sheet Metal Workers' International Association
TWU	Transport Workers Union of America
UAW	United Automobile Workers of America
UPIU	United Paperworkers International Union
USA	United Steelworkers of America
UTU	United Transportation Union
WRSA	Western Railway Supervisors Association
YSC	Yardmasters Steering Committee

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Table 7—Unions Associated With Rail And Air Carriers—Continued

	AIRLINES
AAAA	Aspen Airways Agents Association
AAPA	Atlantis Airlines Pilots Association
ADA	Air Transport Dispatchers Association
AFA	Association of Flight Attendants
AFFAA	Air Florida Flight Attendants Association
ALEA	Air Line Employees Association
ALPA	Air Line Pilots Association
AMFA	Aircraft Mechanics Fraternal Association
APA	Allied Pilots Association
APFA	Association of Professional Flight Attendants
ATE	Air Transport Employees
BRAC	Brotherhood of Railway, Airline & Steamship Clerks, Freight Handlers, Express and Station Employes
CAEA	Cascade Airways Employees Association
FEIA	Flight Engineers International Association
GPA	Gifford Pilots Association
IAM&AW	International Association of Machinists & Aerospace Workers
IBT	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America
IFFA	Independent Federation of Flight Attendants
IUFA	Independent Union of Flight Attendants
LIUNA	Laborers' International Union of North America
LU	Local Union
MPA	Midstate Pilots Association
OPEIU	Office & Professional Employees International Union
PAFCA	Professional Airline Flight Control Association
PAPA	Professional Association of Pilots for Apollo
PFCA	Pacific Flight Crew Association
SAEA	Southwest Airlines Employees Association
SAPA	Southwest Airlines Pilots Association
SDA	Southwest Dispatchers Association
TWU	Transport Workers Union of America
UFA, Local 1	Union of Flight Attendants, Local 1
UBCJA	United Brotherhood of Carpenters & Joiners of America
UF&CW	United Food & Commercial Workers Union
UIWNA	United Industrial Workers of North America
	MARINE
GLLOO	Great Lakes Licensed Officers' Organization
ILA	International Longshoremen's Association
IUP	Inlandboatmen's Union of the Pacific
MMP	International Organization of Masters, Mates, & Pilots
MEBA	National Marine Engineers' Beneficial Association
NMU	National Maritime Union of America
SIU	Seafarers International Union of North America
USA	United Steelworkers of America

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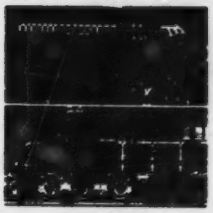

VI. 1983—One of Lowest Strike Years In NMB History

There was only one airline and one railroad work stoppage in fiscal 1983. In another airline dispute, the parties completed the Railway Labor Act procedures without reaching an agreement, but the employees did not strike the carrier.

Strikes of less than 24 hours are not included in this report. A brief account of the 1983 work stoppages follows:

Railroads:

A-10930, A-10932, A-11094 and A-11235—San Diego & Arizona Eastern Transportation Co. and the International Brotherhood of Electrical Workers, the Brotherhood Railway Carmen of the United States and Canada, the Sheet Metal Workers' International Association and the International Association of Machinists and Aerospace Workers

Four shopcraft unions struck the rail carrier in the spring of 1983, when the parties failed to reach settlement in mediation in a dispute over work rules.

The San Diego-based carrier, operating two freight trains daily over 140 miles of track, had been deadlocked in direct negotiations with the labor organizations for about a year when the Board was called on to mediate the dispute in May 1982.

Intense mediation efforts could not resolve the parties' differences and the shopcraft unions struck the carrier April 10, 1983. The carrier continued to operate and implemented its final contract offer. The Board stayed in contact with the parties in an effort to settle the dispute but the strike carried over into the next fiscal year.

Airlines:

A-11233—Continental Air Lines, Inc. and the International Association of Machinists and Aerospace Workers

Board mediation went down to the wire before bargaining became hopelessly deadlocked, triggering a strike by 2,450 members of the International Association of Machinists and Aerospace Workers against Continental Air Lines on August 13, 1983.

An effort to bring about a settlement began August 9 when Board Member Robert O. Harris and Mediator Robert J. Brown brought the labor and management negotiators to NMB headquarters in Washington, D.C., in a public interest mediation effort to resolve their differences.

The parties had met in direct negotiations for more than 15 months to amend a December 31, 1981 contract, before mutually filing for mediation January 13, 1983.

A new agreement would have been the first to cover mechanics from both Continental and the former Texas International Airlines. The two carriers were integrated October 31, 1982, after Texas Air Corporation purchased Continental, retaining the Continental name for the merged airline. IAM, representing mechanics at both airlines, agreed that the new contract should cover Texas International employees as well. Texas International mechanics were currently covered by an earlier negotiated agreement.

The union asked for wage increases to meet the "industry standard". Continental countered it could not meet such demands to survive in a deregulated industry that provided stiff competition throughout the carrier's predominantly western network. Job security was another major issue. The union charged that proposed work rule changes and contracting out would have resulted in the loss of hundreds of jobs, primarily in Denver, Houston and Los Angeles.

Despite public interest mediation, the parties remained deadlocked in negotiations. The union struck the carrier shortly after midnight August 12, 1983. Continental filed for protection under Chapter 11 of the Federal Bankruptcy Code September 24, 1983, and subsequently imposed on its employees new wage rates and work rules.

The strike was still in effect at the end of the fiscal year.

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Table 8a—Strikes in the Railroad Industry; October 1, 1982 to September 30, 1983

Carrier (Case No.)	Organization	Craft or Class	Date of Work Stoppage	Date Work Resumed	Number of Days	Issues	Number of Employees	Disposition
San Diego & Arizona Eastern Transp. Co. (Case No. A-10930)	Int'l Brotherhood of Electrical Workers	Electricians	04-10-83	—	—	Work Rules	5	Strike still in progress
San Diego & Arizona Eastern Transp. Co. (Case No. A-10932)	Brotherhood Railway Carmen of the U.S. & Canada	Carmen	04-10-83	—	—	Work Rules	5	Strike still in progress
San Diego & Arizona Eastern Transp. Co. (Case No. A-11094)	Sheet Metal Workers' Int'l Assn.	Sheet Metal Workers	04-10-83	—	—	Work Rules	5	Strike still in progress
San Diego & Arizona Eastern Transp. Co. (Case No. A-11235)	Int'l Assn. of Machinists & Aerospace Workers	Machinists	04-10-83	—	—	Work Rules	5	Strike still in progress

Table 8b—Strikes in the Airline Industry; October 1, 1982 to September 30, 1983

Carrier (Case No.)	Organization	Craft or Class	Date of Work Stoppage	Date Work Resumed	Number of Days	Issues	Number of Employees	Disposition
Continental Air Lines, Inc. (Case No. A-11233)	Int'l Assn. of Machinists & Aerospace Workers	Mechanics & Related	08-13-83	—	—	Wages; proposed work rule changes; contracting-out	2,450	Strike still in progress

A-11085, A-11090 and A-11091—Qantas Airways and the International Association of Machinists and Aerospace Workers

In an unusual dispute, Qantas Airways and the International Association of Machinists and Aerospace Workers exhausted the procedures of the Railway Labor Act without reaching an agreement and without a strike or a lockout.

The IAM, representing 450 U.S.-based Qantas mechanics and other ground personnel, began bargaining with the Australian carrier in March 1982. Qantas' proposal to contract out all airport work, which employees covered by the agreements then performed in San Francisco and Honolulu, was strongly resisted by IAM negotiators.

In July 1982, the Board entered the dispute to begin what was to develop into a seven-month mediation effort. Loss of IAM jobs at airport locations became an insurmountable problem.

No settlement was reached by the February 5, 1983, midnight deadline and the parties were free to act. The union made it clear its members would not strike. The carrier engaged in "self help" by implementing a new agreement and carrying out its plan to contract out its airport work. The IAM initiated a lawsuit against the carrier and the case is now in the courts.

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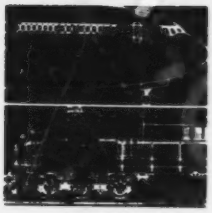

VII. Interpretation and Application of Agreements and Arbitration of Minor Disputes (Grievances)

Interpretation of Agreements Reached Through Mediation (Major Disputes)

Under Section 5 of the Railway Labor Act, the National Mediation Board is required to interpret contested provisions of collective bargaining agreements reached through mediation.

Requests for an interpretation may be made by either party to the agreement, or by both parties jointly. The law provides the Board to make interpretations within 30 days following a hearing, at which both parties may present and defend their respective positions. This 30-day period is construed as advisory rather than mandatory.

The Board has consistently been required, however, to prevent incursions on various railroad and airline boards of adjustment, to put a narrow interpretation on its duties under Section 5 of the Act. Therefore, the board does not accept a request for interpretation once an agreement negotiated through mediation has been implemented, or applied by the parties. Any subsequent dispute involving the interpretation or application of the provisions of the agreement is to be considered either by the National Railroad Adjustment Board under Title I of the Act or a System Board of Adjustment under Title II of the Act.

There were no interpretation cases closed or pending in fiscal 1983.

National Railroad Adjustment Board Handles Grievances (Minor Disputes)

The National Railroad Adjustment Board hears and decides disputes involving railway employee grievances and questions concerning the application and interpretation of agreement rules. Its decisions are final and binding on both parties to the dispute.

The bipartisan Board is comprised of four divisions on which the carriers and the organizations representing employees are equally represented. It is comprised of 34 members, 17 representing the carriers and 17 representing labor organizations.

The first division is comprised of eight members, four selected by carrier and four by labor.

The second and third divisions are comprised of 10 members also equally divided. The fourth division has six members, also equally divided. The NRAB and its four divisions are headquartered in Chicago. A report of the Board's operations is contained in Appendix A.

When the members of any of the four divisions of the Adjustment Board are unable to agree on an award of any dispute being considered, because of deadlock or inability to obtain a majority vote, they are required under Section 3 of the Act to attempt to agree on and select a neutral person to sit with the division as a member and make an award. Failing to agree upon a neutral person in 10 days, the Act provides that the National Mediation Board select the neutral.

The qualifications of the referee are indicated by his designation in the Act as a "neutral person". In the appointment of referees the National Mediation Board is bound by the same provisions of the law that apply to the appointment of arbitrators. The law requires appointees to such positions must be wholly disinterested in the controversy, impartial and without bias as relates to the parties in dispute.

Persons serving as referees of the four divisions of the NRAB are shown in Appendix A.

During its 49-year existence, the NRAB has closed out 81,093 of the 83,094 cases received. Table 10 shows that 1,249 cases were closed in fiscal year 1983—1,006 by decision with referee, 16 by decision without referee and 227 by withdrawal. In fiscal year 1983, 1,141 new cases were received as compared to 1,144 for fiscal year 1982.

Airline System Boards of Adjustment

No national adjustment board exists for settlement of airline grievances. The Act provides for its establishment if judged necessary by the National Mediation Board. The NMB, to date, has not considered such a national board necessary.

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Table 9—Cases Docketed and Closed by the National Railroad Adjustment Board, October 1, 1982 to September 30, 1983

Cases	49-year Period	1983	1982	1981	1980	1979
ALL DIVISIONS						
Open and on hand at beginning of period	—	2,109	2,268	1,664	1,513	1,405
New cases docked	83,094	1,141	1,144	1,478	1,065	1,071
Total number of cases on hand and docketed	83,094	3,250	3,412	3,142	2,578	2,476
Cases closed	81,093	1,249	1,303	874	914	963
Decided without referee	12,603	16	3	2	4	5
Decided with referee	42,391	1,006	1,247	795	834	885
Withdrawn	26,099	227	53	77	76	75
Open cases on hand close of period	2,001	2,001	2,109	2,268	1,664	1,513
FIRST DIVISION						
Open and on hand at beginning of period	—	492	508	512	507	518
New cases docketed	43,388	38	53	69	61	65
Total number of cases on hand and docketed	43,388	530	561	581	568	583
Cases closed	43,094	236	69	73	56	76
Decided without referee	10,919	0	0	0	0	1
Decided with referee	12,622	161	58	69	48	71
Withdrawn	19,553	75	11	4	8	4
Open cases on hand close of period	294	294	492	508	512	507
SECOND DIVISION						
Open and on hand at beginning of period	—	694	757	562	402	394
New Cases docketed	10,280	446	476	523	469	463
Total number of cases on hand and docketed	10,280	1,140	1,233	1,085	871	857
Cases closed	9,515	375	539	328	309	455
Decided without referee	734	0	0	0	0	0
Decided with referee	7,736	275	535	303	295	439
Withdrawn	1,045	100	4	25	14	16
Open cases on hand close of period	765	765	694	757	562	402
THIRD DIVISION						
Open and on hand at beginning of period	—	792	925	542	564	459
New cases docketed	25,220	507	487	766	430	460
Total number of cases on hand and docketed	25,220	1,299	1,412	1,308	994	919
Cases closed	24,439	518	620	383	452	355
Decided without referee	940	13	3	2	4	4
Decided with referee	19,123	472	596	359	408	321
Withdrawn	4,376	33	21	24	41	32
Open cases on hand close of period	781	781	792	925	542	564
FOURTH DIVISION						
Open and on hand at beginning of period	—	133	80	48	40	34
New Cases docketed	4,206	148	128	120	105	83
Total number of cases on hand and docketed	4,206	281	208	168	145	117
Cases closed	4,045	120	75	88	97	77
Decided without referee	3	3	0	0	0	0
Decided with referee	2,912	98	58	64	84	54
Withdrawn	1,130	19	17	24	13	23
Open cases on hand close of period	161	161	133	80	48	40

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As more and more crafts or classes of airline employees have established collective bargaining relationships, the employees and carriers have agreed upon grievance handling procedures with final jurisdiction resting with a system board of adjustment. Such agreements usually provide for designation of neutral referees to break deadlocks. Where the parties are unable to agree on a neutral to serve as referee, the National Mediation Board is called on to name neutrals. They serve without cost to the Government. With the extension of collective bargaining relationships to most airline workers, the requests upon the board to designate referees have increased considerably.

A list of persons designated by the Board to serve as referees with system boards of adjustment is shown in Table 5, Appendix B.

Special Boards of Adjustment—Railroads

Special Boards of Adjustment are set up by agreement on an individual railroad and with a single labor organization to decide specifically agreed-to dockets of disputes arising out of grievances or out of the interpretation or application of provisions of a collective bargaining agreement. Such disputes normally would be sent to the National Railroad Adjustment Board for adjudication but, in these instances, the parties by agreement adopt the special board procedure to insure prompt disposition of disputes.

The board of adjustment procedure began in the late 1940's at the suggestion of the National Mediation Board to expedite disposition of disputes through an adaptation of the grievance function of the divisions of the NRAB, and as a means of reducing the backlog of cases pending before the four divisions.

Special Boards usually consist of three members—a railroad member, an organization member and neutral chairman. The National Mediation Board designates the neutral if the parties fail to agree on a neutral.

There were 18 new Special Boards of Adjustment established in 1983. A total of 15 boards convened. These boards did not close any cases. There were 916 cases closed out during 1982.

Inquiries and correspondence in regard to Special Boards of Adjustment should be addressed to Staff Director/Grievances, National Mediation Board, 10 West Jackson Boulevard, Room 200, Chicago, IL 60604.

Public Law Boards—Railroads

In 1966 Public Law 89-456 was enacted which amended certain provisions of Section 3 of the Railway Labor Act.

The amendment authorizes the establishment of Special Boards of Adjustment, known as public law boards, on individual railroads upon written request of either the representatives of employees or of the railroad to resolve disputes otherwise referable to the National Railroad Adjustment Board and those disputes pending before the Board for 12 months. (Only one party need request establishment of a PL Board. In the case of Special Boards of Adjustment, both parties must agree before one is established.)

The amendment also makes final all awards of the National Railroad Adjustment Board and Special Boards of Adjustment established pursuant to the amendment (including money awards) and provides opportunity to both employees and employers for limited judicial review of such awards.

The National Mediation Board has adopted rules and regulations defining responsibilities and prescribing related procedures under the amendment for the establishment of special boards of adjustment, their designation as public law boards, the filing of agreements and the disposition of records.

The Board anticipates that PL Boards will eventually supplant Special Boards of Adjustment and also reduce the caseload of various divisions of the National Railroad Adjustment Board.

Neutral members of Public Law boards are appointed by the National Mediation Board only if the parties are unable to select a neutral chairman. In addition to neutrals appointed to dispose of disputes involving grievances, interpretations or application of collective bargaining agreements, neutrals may be appointed to dispose of procedural issues which arise as to the establishment of the board itself.

In fiscal year 1983, 193 Public Law Boards were established. Six involved procedural issues and 187 merit issues. During the year 238 boards were convened—6 involved procedural issues and 232 dealt solely with the merits of specific grievances. Public Law Boards closed (decided and/or withdrawn) 4,395 cases during the fiscal year. Six covered procedural and 4,389 merit issues.

Amtrak Rail Worker Protection Plan

An arrangement to protect the rights of workers adversely affected by curtailment of intercity passenger rail service, which went into effect in 1971, was designed to protect the interest of employees

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displaced or dismissed as a result of the new route system created by the National Railroad Passenger Corporation (Amtrak).

Under the Rail Passenger Service Act of 1970, workers adversely affected by discontinuation of intercity passenger rail service receive prescribed protection.

These workers are considered for other employment by the individual railroads on the basis of establishing seniority rules. Because of the cutback in passenger service, some workers could be displaced into lower-paying jobs or released. The plan is designed to provide protection for displaced and dismissed employees for up to 6 years.

The plan further provides for prompt arbitration of disputes over whether an employee is adversely affected by train discontinuances.

Neutral referees are designated by the National Mediation Board pursuant to provisions of the Rail Passenger Service Act. The one neutral referee appointed by the board in fiscal 1983 is listed in Appendix B, Table 6.

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VIII. Organization and Finances of the National Mediation Board

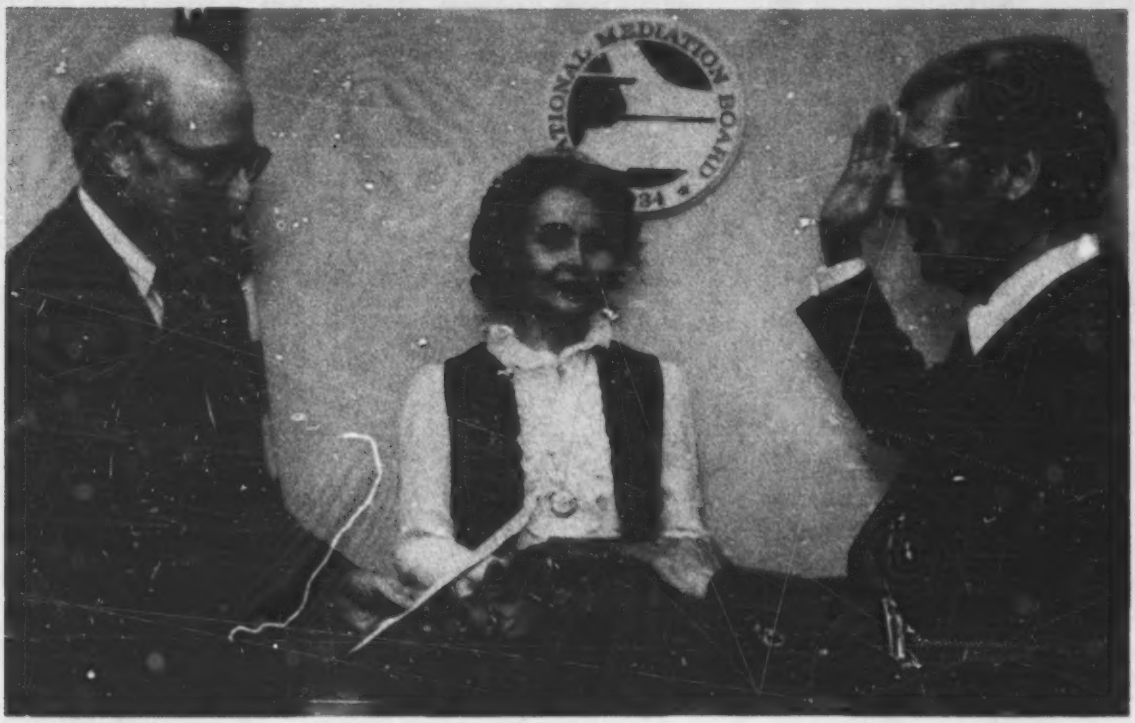
Located at 1425 K Street, N.W., Washington, D.C.
Mailing Address: National Mediation Board,
Washington, D.C. 20572

Organization

The National Mediation Board is comprised of three members appointed by The President by and with the advice and consent of the Senate. The terms of office except in case of a vacancy due to an unexpired term are for 3 years, the term of one member expiring on July 1 of each year. A 1964 amendment to the Railway Labor Act provides "Upon the expiration of his term of office, a member shall continue to serve until his successor is appointed and shall have qualified." The Act requires that the Board shall annually designate a member to serve as chairman. Not more than two members may be of the same political party.

Subject to the Board's direction, administration of affairs is the responsibility of the Executive Secretary. The agency has 57 Civil Service employees. This total includes 21 field mediators stationed throughout the U.S. and 10 employees who work for the National Railroad Adjustment Board in Chicago.

The Board performs two distinct functions under the Railway Labor Act. First, it mediates



NEW NMB MEMBER—Walter C. Wallace, arbitrator and attorney was sworn in after the beginning of the new fiscal year (October 12, 1983) as a Member of the National Mediation Board. NMB Chairman Robert O. Harris conducts the ceremonies at the Board, assisted by Mrs. Wallace holding the Bible.

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PRESENTATION—R.T. Bates, President, Brotherhood of Railroad Signalmen, (center) presents the official seal of the Brotherhood to NMB Chairman Walter C. Wallace (left) and Board Member Robert O. Harris. The Board plans to exhibit union and carrier seals at its headquarters in Washington, D.C.

disputes over wages, rules and working conditions which occur between the employees and the carriers. As to mediation, a party may request the services of the Board, or the Board of its own volition, may intervene in negotiations. In either case, once the agency's services have been invoked, the status quo must be maintained until the parties are released by the Board. Second, the Board administers the procedures to resolve representation disputes involving labor organizations which seek to represent railroad or airline employees. This includes investigation of the dispute, conducting a hearing when issues arise that require defining the proper craft or class and certifying the results of the employees' choice.

Other Board duties include overall supervision of office and field personnel; liaison with rail and airline labor-management representatives; legal activities involving the agency, including court litigation and liaison with the Department of Justice; public information responsibilities to keep the news media and the general public informed of the Board's programs and activities; notification to the President when disputes arise which could interrupt interstate commerce—he, in turn, in his discretion can appoint an emergency board; interpretation of agreements reached in mediation; appointment of neutral referees and arbitrators as required by law; and administrative and legal support to the National Railroad Adjustment Board.

The list of mediators, all of whom were selected through civil service, follows:

Joseph E. Anderson
Charles R. Barnes
Harry D. Bickford
Robert J. Brown
Charles H. Callahan
Robert J. Cerjan
Samuel J. Cognata
Ralph T. Colliander
Richard P. Cosgrave
Francis J. Dooley
Thomas B. Ingles
Thomas C. Kinsella
Faye M. Landers
Robert B. Martin
E.B. Meredith
Maurice A. Parker
Charles A. Peacock
Walter L. Phipps
Laurette M. Piculin
Joseph W. Smith
John B. Willits

NMB Financial Statement for Fiscal Year 1983

The Congress appropriated $5,468,000 for fiscal year 1983.

Accounting of all moneys appropriated by Congress for the fiscal year 1983, pursuant to the authority conferred by the Railway Labor Act approved May 20, 1926 (amended June 21, 1934):

	1983 Actual
Expenses and obligations:	
Personnel compensation	$3,584,000
Personnel benefits	228,000
Travel and transportation of persons	402,000
Standard level user charges	367,000
Other rent, communications and utilities	179,000
Printing and reproduction	30,000
Other services	61,000
Supplies and materials	37,000
Equipment	63,000
Unobligated balance, lapsing	517,000
Budget authority	$5,468,000

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IX. The Railway Labor Act—How It Works

TO CREATE A GREATER AWARENESS—As part of the NMB's ongoing program to create a better understanding of the Railway Labor Act and its benefits to the two industries it serves, the Board Members addressed conferences and work shops around the country in fiscal 1983. NMB Chairman Walter C. Wallace discusses the statute and its effect on railroad labor and management in local and national bargaining at the annual convention of the Brotherhood Railway Carmen of the United States and Canada in Kansas City August 1983.

The primary goal of the Railway Labor Act—administered by the National Mediation Board—is to maintain a free flow of commerce in the railroad and airline industries by resolving disputes that could disrupt travel or imperil the economic health of the nation.

The oldest of labor relations statutes, having completed its 57th year, is as meaningful today as it was in 1926 when, in an unusual display of unity, railroad labor and management worked together on the provisions and solidly supported its passage. The Act was built around the indispensable ingredient of an industrial society—free collective bargaining. It is, therefore, based on the principles of freedom of contract and maximum self determination rather than government coercion. Personal initiative by both parties in reaching settlement is the Act's underlying theme and the mediation machinery begins in the public interest only when all bargaining efforts have failed.

Most Complete Development of Mediation

As one former Secretary of Labor told the Congress: "The Railway Labor Act embodies the fullest and most complete development of mediation, conciliation, voluntary agreement and arbitration that is to be found in any law governing labor relations."

The National Mediation Board, established when the Act was amended in 1934, also administers the National Railroad Adjustment Board. Headquartered in Chicago, the NRAB is responsible for handling contract grievance disputes in the rail industry. Coverage under the Act was extended to the airlines in 1936.

Purposes of Act

The five basic purposes of the Act are to (1) prevent interruption of service, (2) insure the right of employees to organize and bargain collectively through representatives of their own choosing, (3) provide complete independence of organization by both parties, (4) assist in prompt settlement of disputes over rates of pay, work rules or working conditions, and (5) assist in prompt settlement of disputes or grievances over interpretation or application of existing contracts.

The Act, therefore, imposes positive duties on carriers and employees alike, defines rights, makes provisions for their protection and prescribes methods for settling various types of disputes. It also sets up machinery for adjusting differences.

Duties of the Board

The National Mediation Board is the only Federal labor relations agency to handle both media-

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INFORMATIONAL GET-TOGETHER—Discussing recent mediation cases in the railroads and airlines are (left to right) NMB Executive Secretary Rowland K. Quinn, Jr., and Mediators Charles A. Peacock and E.B. Meredith.

tion and representation disputes. Its major duties are to:

(1) Mediate disputes between carriers and the labor organizations representing their employees concerning the making of new agreements or the changing of existing agreements, affecting rates of pay, rules and working conditions, after the parties have been unsuccessful in their bargaining efforts. These are referred to as "major disputes."

(2) Ascertain and certify the representative of any craft or class of employees to the carriers after investigation utilizing secret ballot elections. The Act states that the "majority of any craft or class of employees shall have the right to determine who shall be representative of the craft or class . . ." Two types of elections are held—mail-in and ballot box. In mail-in, each employee appearing on the eligible list is sent a ballot along with an instruction sheet of explanation on casting a secret ballot. A mediator monitors ballot box elections and if there are eligible voters who can't make it to the polls, he or she is sent a ballot by mail.

The Board, therefore, leaves no stone unturned to ensure that each employee has the opportunity to cast a vote in complete privacy which also eliminates the possibility of coercion or intimidation. The carrier, though not a party to the dispute, is notified on the outcome of the election and what organization will be authorized to represent the employees.

Other NMB Duties

The National Mediation Board has duties which include legal activities involving the agency such as court litigation and liaison with the Department of Justice; conducting hearings where representation issues arise that require defining the proper craft or class of employees; interpretation of certain agreements reached through mediation; appointment of neutral referees when requested by various divisions of the National Railroad Adjustment Board to make awards in deadlocked cases; appointment of

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neutrals when requested to sit with airlines and other railroad boards, and notification to the President when disputes arise which could disrupt interstate commerce. The President in his discretion may appoint an emergency board to investigate and report on the dispute.

Major Disputes (Step-by-Step Procedures)

The announcement of an intention to change an existing agreement can be made by either party in the form of a "Section 6" notice—so named because of the procedure for giving notice is spelled out in Section 6 of the Railway Labor Act. After the notice is served the two sides must agree within ten days to confer. The conference must be held within 30 days of the notice and may continue until a settlement or deadlock is reached. During this period and for ten days after the conference ends the Act provides the "status quo will be maintained and rates of pay, rules or working conditions shall not be altered by the carrier."

Mediation—A Success Story

When negotiations reach a stalemate, either party may request the services of the National Mediation Board in settling the dispute or, in the national interest, the board may intercede without invitation. If this occurs the "status quo" remains in effect while the Board retains jurisdiction.

Mediation under the Act is frequently termed *mandatory mediation.* This does not mean mandatory settlement. The compulsion lies in the procedures of the Act requiring the parties to keep searching for a possible settlement through the mediation process—sometimes even longer than the parties deem worthwhile.

However, such procedures are most important. The authority of the Board to "move in" on a case when the chips are down, and to require the parties to refrain from taking independent action detrimental to the nation while under the Board's jurisdiction, prevents interruption to essential commerce and also encourages the parties to resolve their dispute without dealing a crippling blow to the economy. This unique device is found only in the Railway Labor Act.

97% Settlement Rate

Each mediation case is different. The procedures adopted must be fitted to the issues involved, the time and circumstances of the dispute and the personalities of the representatives of the parties. It is here that the skill of the mediator based on extensive knowledge of the problems in the industries served and the accumulated experience the Board has acquired are put to the test.

In mediation the Board does not decide how the issues in dispute must be settled, but rather attempts to lead the parties through an examination of facts and alternative considerations which will lead to a settlement acceptable to both parties. Since the Board's inception, 97 percent of all cases handled by its mediators have been resolved without a work stoppage.

Voluntary Arbitration

When the mediatory efforts of the Board have been exhausted without settlement, the law requires that the Board urge the parties to submit the dispute to arbitration for final and binding settlement. This is a voluntary procedure—not compulsory arbitration.

Arbitration does not go forward if either party says "No". But if the parties do accept, the Act provides a comprehensive arrangement by which the arbitration proceedings will be conducted. The Board has always believed that arbitration should be used by the parties more frequently in disposing of disputes which have not been settled in mediation. (In the airline industry some agreements provide that issues remaining in dispute, after direct negotiations and mediation failed to produce a settlement in a predetermined number of days, will be submitted to final and binding arbitration without either party resorting to independent action.)

If the Board determines that further mediation will not help the parties resolve the dispute, and the proffer of arbitration is rejected by either party, a 30-day countdown comes into effect. During this period the parties must maintain the status quo and refrain from self help.

Provisions of the Act permit the Board to offer its services in case any labor emergency is found to exist at any time. The Board on its own volition may promptly communicate with the parties when advised of any labor conflict which threatens a carrier's operations and uses its best efforts by mediation to assist the parties in resolving the dispute. This has been helpful in averting numerous critical situations that could impede the free flow of commerce.

Emergency Boards

The Act provides that during the 30-day status quo period, if the Board decides the dispute "should

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threaten substantially to interrupt interstate commerce to a degree such as to deprive any section of the country of essential transportation service," it shall notify the President who, in his discretion, may then "create a board to investigate and report respecting such dispute."

If the President names an emergency board—usually consisting of three members—that body has 30 days to investigate the dispute and report its findings. If the parties accept the findings the dispute is over. But the emergency board's recommendations are not binding. Either side may reject them. If recommendations are rejected, neither party may act, except to reach an agreement, for 30 more days. The Act therefore provides the President with a method for postponing a strike for at least 60 days. If an agreement has still not been reached, the parties are then legally free to act.

During the long and successful history of the National Mediation Board there have been 201 Presidentially-appointed boards. In fiscal 1983, the NMB was called on to provide administrative support to six railroad emergency boards. One board was created under Section 10 and two under Section 9A of the Railway Labor Act and three under Section 510 of the Rail Passenger Service Act, as amended by the Northeast Rail Service Act of 1981.

Section 9A provides an 8-month emergency dispute procedure for publicly funded and operated commuter carriers and their employees. Prior to August 13, 1981, these kinds of disputes were historically handled under the emergency board section—Section 10—of the Railway Labor Act. The Section 510 boards played a key role in the transfer of Conrail Passenger employees and services to commuter authorities.

Only 33 Section 10 boards have been created to cope with airline disputes. There has not been an air carrier emergency board appointed by the President since 1966.

However, in a precedent-setting action, there was a board appointed in 1978 by an act of Congress. Public Law board No. 95-504 was the result of legislative action directing the President to appoint such a board under terms of the Airline Deregulation Act. The Board, created November 2, 1978, resulted in an agreement ending a 620-day strike between Wien Air Alaska and the Air Line Pilots Association.

Actually, collective bargaining resolves most major disputes. But when direct negotiations fail, the Act's series of steps that follow have been successful in holding down the number of potential strikes.

Minor Disputes

Minor disputes—and there are hundreds of them—arise when individual carriers and employees disagree over the interpretation and application of existing contracts. The two industries handle grievances in the following ways:

Railroads:

Unresolved grievances may be referred by petition to one of the four appropriate divisions of the National Railroad Adjustment Board for final decision. To settle minor disputes more promptly, the Act was amended in 1966 to set up Public Law Boards on individual railroad properties on the demand of the carrier or a representative of a craft or class of employees.

If the Railroad Adjustment Board or the Public Law Boards, comprised of equal representation of labor and management, cannot dispose of the disputes, they may select a neutral referee to break the tie or request the National Mediation Board to appoint a referee to sit with them.

These disputes are subject to compulsory arbitration and the decisions are final and binding. The Supreme Court has ruled that strikes over such issues are not legally permitted, holding that Congress had intended the Act's grievance board machinery to be mandatory, comprehensive and an exclusive system to resolve such railroad disputes.

Airlines:

No national adjustment board presently exists for settlement of grievances for airline employees though the Act provides for its establishment if ever considered necessary by the National Mediation Board. Air carriers and their employees have established grievance procedures with final jurisdiction resting with System Boards of Adjustment, and such agreements usually provide for referees to break deadlocks.

Grievance machinery, relatively successful in maintaining industrial peace in recent years, is explained in more detail in a previous chapter.

Summary

The Railway Labor Act is the culmination of nearly a century of experience with Federal legislation to govern labor relations in the railroad and

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airline industries, all of which began when President Cleveland signed the Arbitration Act of 1888.[1]

The railroads, in the labor relations field, were the first U.S. industry to be governed by the Federal legislation. The amended Railway Labor Act clearly distinguishes different kinds of disputes, recognizes the differences in the principles which underlie them and provides different methods and establishes separate agencies for handling the various kinds. This well thought-out system, evolved through years of experimentation, provides a model labor relations policy, based on equal rights and mutual responsibilities.

The Act, it should be noted, is well adapted in procedures to handle bargaining of two entirely different industries—rail negotiations taking place on a national and local basis, covering most major carriers and a large number of unions, while the airlines bargain independently with unions on a system-wide basis.

Mediation becomes involved when unresolvable issues and situations arise in disputes which prevent the parties from taking precipitous action that could result in national chaos. The result has been peaceful settlement of literally thousands of potentially volatile issues without strikes. Additionally, there are untold numbers of single-company disputes involving every individual labor organization and carrier in both the railroad and airline industries that are settled in direct negotiations without the need for mediation.

As with any system or plan which seeks to retain freedom of contract and the right to resort to economic force, there have been periods of crisis under the Act, but in the aggregate, the system has worked well.

The Act has been successful in resolving labor disputes in the railroad and airline industries against a backgrowd of change and de-regulation.

In the final analysis, the Railway Labor Act works because those it covers, over the long haul, usually practice the art of "give and take" and depend on good will and compromise to reach final agreement.

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[1] Other important actions included the Erdman Act, 1898; Newlands Act, 1913; Federal Control of Railroads, 1917-1920; and Transportation Act of 1920.

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Special Report:

Two-Tier Wage Structures: The Airline Experience*

At the beginning of fiscal year 1983, the airline industry was in its most precarious financial position in history.[1] Between 1980 and 1982, the major U.S. airlines lost $1.4 billion from air operations. A number of factors, interdependent in their impact, contributed to this situation:

- Deregulation which eased entry requirements into the industry thereby permitting new, nonunion carriers to enter the market and compete with the established carriers;
- The air traffic controllers strike during the summer of 1981. It was two years before capacity on the airlines returned to pre-strike levels;
- The extended business recession which cut deeply into passenger travel;
- Abnormally high interest rates;
- The steady rise in fuel costs—a major component of operating costs; and
- Fare wars which cut deeply into passenger yields.

The poor economic condition of the industry during the early part of the 1980's forced labor and management to reassess collective bargaining. The settlements of the late 1970's, when 3-year agreements providing for 36 percent wage increases were commonplace, were replaced by agreements requiring concessions of one type or another. Various approaches for reducing labor costs were explored in collective bargaining. Temporary reductions in wages and benefits were the most frequently used approach, but increasing worker productivity, subcontracting arrangements and greater use of part-time employees were methods also utilized. The overriding goal of the carriers in bargaining has been to put costs on a comparable basis with those of the post-deregulation carriers and reorganized established carriers such as Continental and Braniff. Labor costs account for 18 percent of total operating cost on the new entrant carriers, compared with 37 percent of operating costs on the established, pre-deregulation carriers. Both labor and management have had a vital interest in returning the carriers to profitability. Two major carriers were forced to file for bankruptcy protection during this period—a first for the industry—costing thousands of workers their jobs.

The focus of this study is on an approach for reducing long-term labor costs that has received considerable attention over the last few years: the two-tier bargaining structure. Simply put, under these plans, new employees are paid from a lower pay scale than current employees. This results, from the carriers' perspective, in a steady reduction in long-term operating costs. Flight attendant labor organizations have agreed to the two-tier pay structure on five major airlines: American, Eastern, Northwest, Republic and United. Delta Air Lines, which is unorganized, has implemented a two-tier system on its own. Large national carriers such as Piedmont and Ozark also have negotiated two-tier systems with their flight attendants. Labor organizations representing mechanics have negotiated two-tier arrangements on American and United; pilots are covered by these plans on American, Republic, and Frontier.

Despite the recent publicity two-tier systems have received, it is necessary to point out that the concept is not new nor is it unique to the airline in-

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* This is the fifth in a series of special reports prepared by the Research Department of the NMB for the Annual Report. The Board intends to include in subsequent Annual Reports other studies of general interest to the railroad and airline industries.

[1] A turnaround began in 1983. Traffic growth of eight percent that year led to the majors earning $203 million in operating income, although due to high interest charges net income stood at a loss of $166 million. In 1984, the anticipated change in the financial fortunes of the industry materialized as the major carriers, as a group, earned record level profits during the first-half of the year, $808 million in operating income and $281 million in net income. Nonetheless, four carriers reported losses in the first half of 1984—Eastern, Pan Am, TWA and Western—down from nine carriers in 1983.

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Table 1.—Flight Attendant Two-Tier Pay Systems, Major Airlines, Book Rates ("A" Scale applies to current employees; "B" Scale applies to new hires)

American Airlines—APFA
Effective Date: "A" Scale—3/2/83[1]
"B" Scale—Hires after 11/9/83

	Base Hourly		Incentive Hourly	
Longevity Step	A	B	A	B
1st 6 months	$17.82	$14.50	$20.49	$14.50
2nd 6 months	17.82	14.50	20.49	14.50
2nd year	21.19	15.35	24.37	15.35
3rd year	22.63	16.20	26.02	16.20
4th year	25.10	17.05	28.87	17.05
5th year	26.36	17.90	30.31	17.90
6th year	27.24	17.90	31.32	17.90

Eastern Airlines—TWU
Effective Date: "A" Scale—11/1/83[2]
"B" Scale—Hires after 1/1/84

	Base Hourly		Incentive Hourly	
Longevity Step	A	B	A	B
1st 6 months	$17.38	$15.90	$18.76	$15.90
2nd 6 months	21.66	16.43	23.58	16.43
2nd year	22.95	16.96	25.57	16.96
3rd year	23.98	21.43	26.57	21.43
4th year	27.77	25.90	30.83	25.90
5th year	28.65	28.65	32.15	32.15
6th year	29.17	29.17	33.07	33.07

Northwest Airlines—IBT
Effective Date: "A" Scale—1/1/84[3]
"B" Scale—Hires after 5/24/84[3]

	Base Hourly		Incentive	Pay
Longevity Step	A	B	A	B
1st 6 months	$19.48	$13.85	$19.48	$13.85
2nd 6 months	20.09	13.85	20.09	13.85
2nd year	21.24	13.85	21.24	13.85
3rd year	22.54	15.78	22.54	15.78
4th year	23.86	15.78	23.86	15.78
5th year	25.20	17.64	25.20	17.64
6th year	26.18	26.18	26.18	26.18

United Air Lines—AFA
Effective Date: "A" Scale—4/1/84[4]
"B" Scale—Hires after 4/1/83[4]

	Base Hourly		Incentive	Pay
Longevity Step	A	B	A	B
1st 6 months	$17.52	$14.50	$17.52	$14.50
2nd 6 months	18.84	14.50	18.84	14.50
2nd year	20.20	14.50	20.20	14.50
3rd year	21.65	16.30	21.65	16.30
4th year	22.66	16.30	22.66	16.30
5th year	24.17	19.00	24.17	19.00
6th year	24.99	24.99	24.99	24.99

Republic Airlines—AFA
Effective Date: "A" Scale—6/83[5]
"B" Scale—Hires after 5/30/84

	Base Hourly		Incentive	Hourly
Longevity Step	A	B	A	B
1st 6 months	$20.79	$14.50	$20.79	$14.50
2nd 6 months	21.80	14.50	21.80	14.50
2nd year	22.64	15.50	22.64	15.50
3rd year	23.35	16.00	23.35	16.00
4th year	24.07	16.00	24.07	16.00
5th year	24.80	16.00	24.80	16.00
6th year	25.94	16.00	25.94	16.00

[1] "A" Scale increases 4 percent 7/2/84 and 4 percent 8/31/85. "B" Scale does not receive these increases.

[2] Eighteen (18) percent pay cut effective 1/1/84—12/31/84 as part of productivity agreement. "B" Scale does not participate and did not take pay cuts. Pay cuts not reflected in above rates.

[3] "A" Scale increases 6 percent 7/1/84 and 6 percent 7/1/85. "B" Scale increases 3 percent 7/1/84 and 3 percent 7/1/85.

[4] Six (6) percent pay increase for all flight attendants 10/1/84.

[5] "A" Scale has been reduced by as much as 23 percent effective 7/84.

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dustry.[2] A two-tier system has existed in the shipbuilding industry since the early 1970's, for example, and two-tier systems are found in such diverse industry groups as aerospace, retail food, and liquor distribution. A prime issue in the Greyhound Bus strike last year was the implementation of a two-tier system, which by agreement was adapted.

Table 1 contains wage data showing the present two-tier pay systems for flight attendants on the five major airlines which have negotiated these arrangements. The hourly rate of pay for new hires on American, United and Republic was set at $14.50 per hour, although both American and United labor agreements provided for pay increases during 1984. New hires on Northwest Airlines will be paid $13.85 per hour, $5.63 less than the current employee pay scales. The 29 percent differential which existed on Northwest between the A and the B scales was the largest in the industry.

Three of the five plans provide for a merger of the A and B scales after a prescribed period of employment. At the end of five years of emloyment on Northwest and United, and four years of employment on Eastern, new hires move into the appropriate step of the regular pay progression schedule for current employees. No such merger of schedules will occur on either American or Republic. New hires reach a maximum after five years on American and three years on Republic.

Only two of the five agreements provide for the payment of incentive pay at a higher hourly rate than base hourly pay. On both carriers, American and Eastern, only A-scale employees receive the higher rate; B-scale employees on all carriers will be paid their base hourly rate for hours worked in excess of the monthly base.

An analysis of Table 1 data shows that the wage scale progression for B-scale employees is much more tightly compressed compared to the step progression for the A-scale employee. For example, on American Airlines, between when a new flight attendant is hired and the end of that person's fifth year of service, the base hourly wage rate will rise by 23 percent. This compares with a 48 percent increase for the A-scale employee over the comparable time period. On Northwest, the B-scale progression increases by 27 percent prior to merger with the A-scale at which point wages would be increased by 48 percent. The A-scale employee's wages rise by 34 percent between hiring and the end of the fifth year of employment. On United, B-scale wages move from $14.50 per hour to $19.00 over five years, an increase of 31 percent. The A-scale employee's hourly rate has increased by 38 percent over the same period. A similar comparison cannot be made for employees on either Eastern or Republic, since book rates have been temporarily reduced by agreement of the parties.

Table 2.—Flight Attendant Two-Tier Pay Systems, Major Airlines, 75-Hour Yield, Percent B-Scale Below A-Scale

Longevity Step	American Airlines	Eastern[1] Air Lines	Northwest Airlines	Republic[2] Airlines	United Airlines
1st 6 months	20	14	29	30	17
2nd 6 months	20	24	31	34	23
2nd year	29	26	35	32	28
3rd year	30	10	30	32	25
4th year	33	7	34	34	28
5th year	33	—	30	36	21
6th year	35	—	—	38	—

[1] A-Scale reduced by 18% effective 1/1/84. Pay cut not reflected in the above differential.

[2] A-Scale reduced by about 23%. Pay cut not reflected in the above differential.

Table 2 reviews the percent differential that exists between the A-scale and B-scale wage structure based on a 75-hour yield. In the three agreements that provide for a merger of the A and B scales, Eastern, Northwest and United, the wage differential is greatest in the second year of employment. After reaching a peak in the second year, the differential begins to narrow although in both the Northwest and United Agreements a "bubble" occurs in the fourth year of employment. The average differential between the A and B scale is 24 percent on United and 32 percent on Northwest.

Table 3 provides data on two-tier pay systems covering mechanics on American Airlines and United. The American Airlines agreement became effective on February 11, 1983, provided a retroactive payment back to September 1, 1982, for current employees, a six percent increase effective September 10, 1983, and a 6.9 percent increase effective September 8, 1984. The new hire rate went into effect

[2] A two-tier system can even be found in the early Roman period. Edward Gibbon in his *History of the Decline and Fall of the Roman Empire* referred to the two-tier system established by the emperor Macrinus (A.D. 271) with respect to new recruits in the Roman army. The plan was not overly effective as it created discontent on the part of the new recruits, who were being paid less, and led to insecurity on the part of the seasoned troops who wondered what was in store for them. Apparently the Roman two-tier system lasted only a year as Macrinus was overthrown as emperor in A.D. 272 and immediately slain.

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Table 3.—Mechanic Two-Tier Pay Systems, Major Airlines, (A-Scale applies to current employees; B-Scale applies to new hires)

Mechanics
United Air Lines—IAM—AW
Effective Date: "A" Scale—7/1/84
"B" Scale—Hires after 7/1/84

Longevity Step	Base Rate "A"	Base Rate "B"
1st 3 months	$15.62	$12.00
2nd 3 months	15.62	12.00
2nd 6 months	15.82	12.00
3rd 6 months	16.08	12.00
4th 6 months	16.65	12.50
5th 6 months	16.65	12.50
6th 6 months	16.65	12.50
7th 6 months	16.65	13.30
8th 6 months	16.65	13.30
9th 6 months	16.65	13.30
10th 6 months	16.65	14.45
11th 6 months	16.65	16.65
12th 6 months	16.65	16.65
13th 6 months	16.65	16.65
14th 6 months	16.65	16.65
15th 6 months	16.65	16.65
16th 6 months	16.65	16.65
17th 6 months	16.65	16.65
18th 6 months	16.65	16.65
19th 6 months	16.65	16.65
20th 6 months	16.65	16.65
21st 6 months	16.65	16.65
22nd 6 months	16.65	16.65
23rd 6 months	16.65	16.65
24th 6 months	16.65	16.65
Thereafter	16.65	16.65

Mechanics
American Airlines—TWU
Effective Date: "A" Scale—9/8/84
"B" Scale—Hires after 2/12/83

Longevity Step	Base Rate "A"	Base Rate "B"
1st 3 months	$16.70	$10.10
2nd 3 months	16.88	10.10
2nd 6 months	17.15	10.40
3rd 6 months	17.32	10.70
4th 6 months	17.53	11.00
5th 6 months	17.89	11.30
6th 6 months	17.89	11.60
7th 6 months	17.89	11.90
8th 6 months	17.89	12.20
9th 6 months	17.89	12.50
10th 6 months	17.89	12.80
11th 6 months	17.89	13.10
12th 6 months	17.89	13.40
13th 6 months	17.89	13.70
14th 6 months	17.89	14.05
15th 6 months	17.89	14.40
16th 6 months	17.89	14.75
17th 6 months	17.89	15.10
18th 6 months	17.89	15.45
19th 6 months	17.89	15.80
20th 6 months	17.89	16.15
21st 6 months	17.89	16.50
22nd 6 months	17.89	16.85
23rd 6 months	17.89	17.20
24th 6 months	17.89	17.55
Thereafter	17.89	17.89

for anyone hired after the effective date of the agreement and provided for no pay increases during the term of the agreement. When the contract was reached, a mechanic in the first pay step was being paid $14.73 per hour. The new hire rate was set at $10.10, a differential of about 31 percent between the two pay scales. It would take 12 years for a new mechanic to attain pay equality with an employee already on the payroll.

The United Airlines agreement provided for pay increases of 3.7 percent retroactive to the November 1, 1983 date, the amendable date of the prior agreement, 0.9 percent on July 1, 1984, 2.1 percent on November 1, 1984, 2.9 percent on November 1, 1985, and 2.9 percent on September 1, 1986, bringing the mechanic's top pay rate to $18.00 an hour, from $15.91. New mechanics will start at $12.00 an hour, compared with $15.62 for those in the first step of the progression schedule for workers already on the payroll. The pay scale of the new mechanics will merge with the A-scale after five years of employment.

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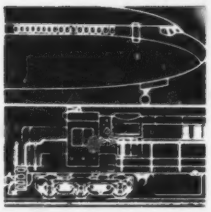

Appendix A

National Railroad Adjustment Board (Created June 21, 1934)

EUKER, W.F., *Chairman*
FLETCHER, J.C., *Vice Chairman*
CARVATTA, R.J., *Staff Director/Grievances*
DEVER, N.J., *Executive Secretary*

Accounting for all moneys appropriated by Congress for the fiscal year 1983 pursuant to the authority conferred by the Railway Labor Act, as amended (Public Law 442, 73d Congress—Approved June 21, 1934).

Financial Statement National Railroad Adjustment Board for Fiscal Year 1983

Regular Appropriation: National Railroad Adjustment Board	$941,000.00
Board's Portions of Salaries and Expenses, National Mediation Board	66,000.00
Transferred from National Mediation Board	18,000.00
Transferred to PLB's and SBA's	$989,000.00
Expenditures:	
Salaries of employes	236,407.00
Salaries of Referees	366,905.00
Personnel benefits	25,183.00
Travel expenses (including referees)	34,071.00
Other Rent	19,927.00
Communication services	16,000.00
Standard level user charges	223,374.00
Postage	21,932.00
Printing and reproduction	7,913.00
Other contractual services	7,397.00
Supplies and materials	8,880.00
Equipment	21,011.00
Total expenditures	$989,000.00*

* Approximately 19% of this amount other than Referee salary and travel is expended for Public Law Boards and Special Boards of Adjustment

NRAB Government Employees, Salaries and Duties

Name	Title	Salary Paid	Duties
Administration			
Carvatta, Roy J.	Staff Director/Grievances	$29,156.72*	Subject to direction of National Mediation Board, Administers, N.R.A.B. Government affairs
Swanson, Ronald A.	Asst. Adm. Officer	14,185.84*	Accounting and Auditing
Szewczyk, Bernice E.	Clerical Assistant	9,968.76*	Assists in accounting and auditing
Bradley, Rochelle E.	Clerk-Typist	7,111.76*	Clerical and Typing
Lauraitis, John J.	Clerk	8,277.68*	Clerical
Divisional			
Dever, Nancy J.	Executive Secretary	24,558.72	Executive Secretary-responsible for all Divisions
Brasch, Rosemarie	Asst. Executive Secretary	22,087.76	Assists Executive Secretary
Hudson, Lucile B.	Clerk (Typing)	17,453.04	Clerical
Loughrin, Catherine A.	Clerk (Typing)	17,453.04	Clerical
Vorphal, Joan A.	Clerk (Typing)	17,453.04	Clerical

* Portion of salary relating to Public Law Boards and Special Boards of Adjustment not included.

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Neutral Referees' Services for all Divisions of NRAB

Name	Salary Paid	Duties
Referees		
First Division		
Dolnick, David	$3,520.00	Sat with divisions as a member to make awards upon failure of division to agree or secure majority vote
Gaherin, John J.	330.00	"
Herrington, Clarence H.	15,950.00	"
LaRocco, John B.	2,970.00	"
Marx, Herbert L., Jr.	1,760.00	"
Peterson, Robert E.	1,980.00	"
Quinn, Francis X.	4,317.50	"
Scheinman, Martin F.	6,820.00	"
Twomey, David P.	220.00	"
Referees		
Second Division		
Briggs, Steven	6,600.00	"
Dennis, Rodney E.	2,420.00	"
Doering, Barbara W.	5,555.00	"
Dolnick, David	440.00	"
Eischen, Dana E.	440.00	"
Goldstein, Elliott H.	6,160.00	"
Hogan, Edward M.	3,630.00	"
LaRocco, John B.	4,675.00	"
Lieberman, Irwin M.	220.00	"
Linn, John Phillip	6,292.50	"
McAllister, Robert W.	13,310.00	"
Marx, Herbert L., Jr.	2,420.00	"
Mikrut, John J., Jr.	4,400.00	"
Muessig, Eckehard	5,637.50	"
Mulligan, Francis M.	2,310.00	"
Roukis, George S.	2,640.00	"
Scearce, James F.	11,440.00	"
Scheinman, Martin F.	4,180.00	"
Sickles, Carlton R.	1,980.00	"
Sirefman, Josef P.	5,940.00	"
Suntrup, Edward L.	5,154.16	"
Twomey, David P.	5,665.00	"
Vernon, Gilbert H.	4,750.00	"
Referees		
Third Division		
Boyle, George V.	$1,650.00	Sat with divisions as a member to make awards upon failure of division to agree or secure majority vote
Caples, William G.	9,020.00	"
Carter, Paul C.	17,820.00	"
Dennis, Rodney E.	8,250.00	"
Fishgold, Herbert	2,200.00	"
Hogan, Edward M.	5,170.00	"
Klaus, Ida	6,820.00	"
Larney, George E.	440.00	"
LaRocco, John B.	5,885.00	"
Lieberman, Irwin M.	11,000.00	"
McAllister, Robert W.	9,640.00	"
Marx, Herbert L., Jr.	8,140.00	"
Peterson, Robert E.	5,060.00	"

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Neutral Referee's Services for all Divisions of NRAB—Continued

Name	Salary Paid	Duties
Referees Third Division		
Roukis, George S.	9,020.00	Sat with divisions as a member to make awards upon failure of division to agree or secure majority vote
Scearce, James F.	660.00	"
Scheinman, Martin F.	11,440.00	"
Schoonover, Tedford E.	7,370.00	"
Sickles, Carlton R.	1,760.00	"
Sickles, Joseph A.	6,600.00	"
Silagi, Robert	6,985.00	"
Sirefman, Josef P.	2,640.00	"
Suntrup, Edward L.	16,496.96	"
Vernon, Gilbert H.	3,190.00	"
Referees Fourth Division		
Larney, George E.	6,600.00	"
Lieberman, Irwin M.	4,400.00	"
McAllister, Robert W.	2,090.00	"
Marx, Herbert L., Jr.	6,710.00	"
Peterson, Robert E.	2,640.00	"
Scheinman, Martin F.	1,760.00	"
Schoonover, Tedford E.	3,740.00	"
Suntrup, Edward L.	6,313.12	"

First Division—National Railroad Adjustment Board, 10 West Jackson Boulevard Chicago, Illinois 60604

Organization of the Division, Fiscal Year 1982-1983

W.F. Euker, Chairman
E.E. Blakeslee, Vice Chairman

G.J. Cahill	R.K. Radek
J.G. Gibbons	J.R. O'Connell
H.E. Nelson	M.D. Quin

Nancy J. Dever, *Executive Secretary*

JURISDICTION

In accordance with Section 3(h) of the Railway Labor Act, as amended, the First Division of the National Railroad Adjustment Board has jurisdiction over disputes between employees or group of employes and carriers involving train and yard service employes; that is, engineers, firemen, hostlers, and outside hostler helpers, conductors, trainmen and yard service employes.

OPERATIONS

The tables attached set out results of operations of the Division during fiscal year 1982-1983.

Table 1—Cases Docketed Fiscal Year 1982-1983; Classified According to Carrier Party to Submission

Name of Carrier	Number of Cases Docketed
Atchison, Topeka and Santa Fe	1
Burlington Northern	3
Chesapeake and Ohio	2
Chicago and North Western	1
Consolidated Rail	2
Louisville and Nashville	1
Missouri Pacific	1
Norfolk and Western	1
Seaboard Coast Line	26
Total	38

Table 2.—Cases Docketed Fiscal Year 1982-1983; Classified According to Organization Party to Submission

Name of Organization	Number of Cases Docketed
Brotherhood of Locomotive Engineers	31
Individual	3
United Transportation Union	4
Total	38

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Second Division—National Railroad Adjustment Board
10 West Jackson Boulevard, Chicago, Illinois 60604

Organization of the Division, Fiscal Year 1982-83

J.D. Ditto	M.J. Cullen
B.J. East	D.A. Hampton
A.J. Fisher (1)	R.J. McCarthy (2)
M.C. Lesnick	T.V. Neihoff (3)
J. Werner	N.D. Schwitalla (4)

J.C. Clementi, *Vice Chairman*

[1] Replaced J.M. Fagnani effective May 16, 1983.

[2] Replaced R.A. Westbrook effective November 1, 1982.

[3] Replaced J.A. McAteer effective November 1, 1982.

[4] Replaced T.V. Neihoff effective June 1, 1983.

JURISDICTION

To have jurisdiction over disputes involving machinists, boilermakers, blacksmiths, sheet metal workers, electrical workers, carmen, the helpers and apprentices of all of the foregoing, coach cleaners, powerhouse employees, and railroad shop laborers.

Table 1—Cases Docketed Fiscal Year 1982-1983; Classified According to Carrier Party to Submission

Name of Carrier	Number of Cases Docketed
Alton & Southern Rwy. Co.	1
Atchison, Topeka & Santa Fe Railway	8
Baltimore & Ohio Railway Co.	19
Belt Railway Company of Chicago	3
Boston & Maine Corporation	4
Burlington Northern Railroad Co.	35
Canadian Pacific Ltd.	1
Central of Georgia Railroad Co.	1
Chesapeake & Ohio Railway Co.	4
Chicago & Illinois Midland Railroad Co.	1
Chicago & North Western Transportation	23
Chicago, Milwaukee, St. Paul & Pacific	11
Clinchfield Railroad Co.	1
Consolidated Rail Corporation	43
Denver & Rio Grande Western Railroad	3
Detroit & Mackinac Railway Co.	1
Duluth, Missabe & Iron Range Railway	3
Elgin, Joliet & Eastern Railway Co.	4
Fort Worth & Denver Railway Co.	2
Grand Trunk Western Railroad Co.	3
Green Bay & Western Railroad Co.	2
Houston Belt & Terminal Railway Co.	11
Illinois Central Gulf Railroad Co.	11
Indiana Harbor Belt Railroad Co.	6
Kansas City Southern Railway Co.	2
Long Island Railroad Co.	1
Louisville & Nashville Railroad Co.	19
Maine Central Railroad Co.	4
Metro-North Commuter Railroad Co.	9

Table 1—Cases Docketed Fiscal Year 1982-1983; Classified According to Carrier Party to Submission—Continued

Name of Carrier	Number of Cases Docketed
Missouri-Kansas-Texas Railway Co.	2
Missouri Pacific Railroad Co.	33
National Railroad Passenger Corporation	34
Norfolk & Western Railway Co.	29
Pacific Fruit Express Co.	1
Patapsco & Back Rivers Railroad Co.	1
Philadelphia, Bethlehem & New England Railroad Co.	1
Richmond, Fredericksburg & Potomac Railroad Co.	3
St. Louis Southwestern Railway Co.	4
Seaboard Coast Line Railroad Co.	29
Soo Line Railroad Co.	10
Southern Pacific Transportation Co.	39
Southern Railway Co.	7
Toledo, Peoria & Western Railroad Co.	1
Union Pacific Fruit Express Co.	1
Union Pacific Railroad Co.	6
Washington Terminal Co.	3
Total	440

Table 2—Cases Docketed Fiscal Year 1982-1983; Classified According to Organization Party to Submission

Name of Organization	Number of Cases Docketed
Brotherhood Railway Carmen of the United States and Canada	152
International Brotherhood of Electrical Workers	106
International Association of Machinists & Aerospace Workers	69
International Brotherhood of Firemen, Oilers, Helpers, Roundhouse and Railway Shop Laborers	64
Sheet Metal Workers' International Association	29
Individually Submitted Cases	20
Total	440

Third Division—National Railroad Adjustment Board

10 West Jackson Boulevard, Chicago, Illinois 60604

Organization of the Division, Fiscal Year 1982-83

J.E. Mason, Chairman	R.J. Irvin
H.G. Harper, Vice Chairman	M.D. McCarthy
W.W. Altus, Jr.	R.W. Smith
J.D. Crawford	G.R. Toppen[1]
J.S. Godfrey	P.V. Varga

Nancy J. Dever, *Executive Secretary*

[1] Replaced J.C. Fletcher effective August 8, 1983

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JURISDICTION

THIRD DIVISION: To have jurisdiction over disputes involving station, tower and telegraph employes, train dispatchers, maintenance of way men, clerical employes, freight handlers, express, station and store employes, signalmen, sleeping car conductors, sleeping car porters and maids, and dining car employes. This Division shall consist of 10 members, 5 of whom shall be selected by the Carriers and 5 by the national labor organizations of employes (Para. (h) and (c), sec. 3, First, Railway Labor Act, 1934).

Table 1—Cases Docketed Fiscal Year 1982-1983; Classified According to Carrier Party to Submission

Name of Carrier	Number of Cases Docketed
Alton & Southern Rwy. Company	1
Ann Arbor Railroad System	1
Atchison, Topeka & Santa Fe Railway Company	29
Baltimore and Ohio Chicago Terminal Railroad Company	4
Baltimore and Ohio Railroad Company	24
Belt Railway Company of Chicago	2
Bessemer and Lake Erie Railroad Company	3
Boston & Maine Corporation	4
Burlington Northern Railroad Company	26
Central of Georgia Railway Company	5
Chesapeake & Ohio Railway Company	31
Central Vermont Railway Company	1
Chicago and Illinois Midland Railway Company	2
Chicago and North Western Transportation Company	15
Chicago and Western Indiana Railroad Company	2
Chicago, Milwaukee, St. Paul & Pacific Railroad Co.	20
Chicago Short Line Railroad Company	3
Chicago Union Station Company	1
Clinchfield Railroad Company	1
Colorado and Southern Railway Company	8
Consolidated Rail Corporation	61
Delaware and Hudson Corporation	3
Denver and Rio Grande Western Railroad Company	7
Detroit, Toledo and Ironton Railroad Company	1
Duluth, Missabe & Iron Range Railway Company	2
Elgin, Joliet & Eastern Railway Company	10
Escanaba and Lake Superior Railroad Company	14
Fort Worth and Denver Railway Company	2
Galveston Wharves Railroad Company	1
Grand Trunk Western Railroad Company	3
Houston Belt and Terminal Railway Company	3
Illinois Central Gulf Railroad	18
Indiana Harbor Belt Railroad Company	1
Kansas City Southern Railway Company	3
Kansas City Terminal Railway Company	3
Lake Terminal Railroad Company	1
Long Island Railroad Company	5
Louisville and Nashville Railroad Company	11
Maine Central Railroad Company-Portland Terminal Co.	8
Manufacturers Railway Company	1
Milwaukee-Kansas City Southern Joint Agency	1
Missouri-Kansas-Texas Railway Company	9
Missouri Pacific Railroad Company	16
Monongahela Connecting Railway Company	1
Montour Railroad Company	1
National Railroad Passenger Corporation	22
New Orleans Public Belt Railroad Company	6
Norfolk and Portsmouth Belt Line Railroad Company	1
Norfolk and Western Railway Company	3
Norfolk and Western Railway Company (former Illinois Terminal)	6
Northeast Illinois Regional Commuter Railroad Corporation	3
Peoria and Pekin Union Railway Company	2
Pittsburgh and Lake Erie Railroad Company	2
St. Louis Southwestern Railway Company	4
Seaboard Coast Line Railroad Company	13
Seaboard System Railroad Company	24
Soo Line Railroad Company	1
Southern Pacific Transportation Company (Eastern Lines)	18
Southern Pacific Transportation Company (Western Lines)	3
Southern Railway Company	10
Staten Island Rapid Transit Operating Authority	2
Terminal Railroad Association of St. Louis	5
Toledo, Peoria and Western Railroad Company	2
Union Pacific Railroad Company	8
Union Railroad Company	1
Washington Terminal Company	2
Total	507

Table 2—Cases Docketed Fiscal Year 1982-1983; Classified According to Organization Party to Submission

Name of Organization	Number of Cases Docketed
American Train Dispatchers Association	19
Brotherhood of Maintenance of Way Employes	250
Brotherhood of Railroad Signalmen	60
Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes	137
TOTAL ORGANIZATIONS	466
Miscellaneous Class of Employes	41
TOTAL	507

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Fourth Division—National Railroad Adjustment Board

10 West Jackson Boulevard, Chicago, Illinois 60604

Organization of the Division, Fiscal Year 1982-83

P.V. Varga, Chairman
D.D. Bartholomay, Vice Chairman
D.E. Watkins, Vice Chairman (1)
H.E. Crow — E.H. Nadolney (2)
W.M. Cunningham — D.R. Carver (3)
D.M. Lefkow

[1] Mr. Watkins retired effective December 31, 1982
[2] Replaced Mr. O'Leary effective January 1, 1983
[3] Replaced Mr. Watkins effective February 1, 1983

JURISDICTION

To have jurisdiction over disputes involving employes of carrier directly or indirectly engaged in transportation of passengers or property by water, and all other employes of carriers over which jurisdiction is not given to the first, second and third divisions. This Division shall consist of six members, three of whom shall be selected by the carriers and three by the national labor organizations of the employes. (Paragraph (h), Section 3, First, Railway Labor Act, 1934.)

Table 1—Cases Docketed Fiscal Year 1982-1983; Classified According to Carrier Party to Submission

Name of Carrier	Number of Cases Docketed
Alton and Southern	3
Baltimore and Ohio	19
Belt Railway Company of Chicago	1
Boston and Maine	8
Burlington Northern	4
Chesapeake and Ohio	6
Chicago and North Western	17
Chicago, Milwaukee, St. Paul & Pacific	2
Consolidated Rail Corporation	22
Denver and Rio Grande Western	1
Detroit, Toledo and Ironton	3
Elgin, Joliet & Eastern	3

Table 1—Cases Docketed Fiscal Year 1982-1983; Classified According to Carrier Party to Submission—Continued

Name of Carrier	Number of Cases Docketed
Grand Trunk Western	2
Houston Belt and Terminal	1
Indiana Harbor Belt	1
Lake Terminal	1
Metro-North Commuter	1
Missouri Pacific	4
National Railroad Passenger Corporation	14
Norfolk and Western	2
Pittsburgh and Lake Erie	1
Port Terminal	2
Richmond, Fredericksburg and Potomac	2
Seaboard System	2
Soo Line	2
Southern	1
Southern Pacific—Texas and Louisiana	4
Southern Pacific—Pacific Lines	12
Terminal Railroad Association of St. Louis	4
Union Pacific	1
Western Maryland	2
Total	148

Table 2—Cases Docketed Fiscal Year 1982-1983; Classified According to Organization Party to Submission

Name of Organization	Number of Cases Docketed
American Railway and Airway Supervisors Association	65
BRAC (RP&SOS)	33
Individual	4
Railroad Yardmasters of America	38
Professional and Technical Engineers	5
Brotherhood Railway Carmen of the United States and Canada	3
TOTAL	148

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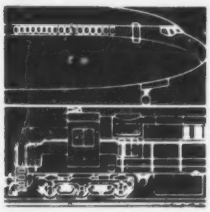

Appendix B

1. Neutrals Appointed Pursuant to Public Law 89-456 (Public Law Boards), Oct. 1, 1982-Sept. 30, 1983

Name	Residence	Date of Appointment	Public Law Board No.	Parties
Arthur T. Van Wart 3	Wilmington, DE	September 1, 1983	452	St. Louis Southwestern Rwy. Co. and Brotherhood of Locomotive Engineers
Preston J. Moore 3	Oklahoma City, OK	September 1, 1983	949	Chicago and Illinois Midland Rwy. Co. and United Transportation Union (T)
Jack W. Cassle 3	Cheyenne, WY	October 13, 1982	2120	Norfolk and Western Rwy. Co. and International Brotherhood of Electrical Workers
Robert E. Peterson 3	Briarcliff Manor, NY	October 15, 1982	2189	Grand Trunk Western RR. Co. and Brotherhood Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes
Fred Blackwell 3	Gaithersburg, MD	April 4, 1983	2240	Consolidated Rail Corp. and Brotherhood of Locomotive Engineers
David H. Brown 3	Sherman, TX	December 16, 1982	2309	Denver and Rio Grande Western RR. Co. and Brotherhood of Locomotive Engineers
Robert M. O'Brien 3	Boston, MA	February 16, 1983	2329	Boston and Maine Corp. and United Transportation Union (T)
Jack W. Cassle 3	Cheyenne, WY	October 20, 1982	2430	Norfolk and Western Rwy. Co. and International Brotherhood of Firemen and Oilers
Robert E. Peterson 3	Briarcliff Manor, NY	February 7, 1983	2481	Southern Rwy. Co., The Cincinnati, New Orleans and Texas Pacific Rwy. Co., The Alabama Great Southern RR. Co., The New Orleans Term. Co., Georgia Southern and Florida Rwy. Co., St. Johns River Term. Co., Norfolk Southern Rwy. Co., Atlantic and East Carolina Rwy. Co., Live Oak, Perry and South Georgia Rwy. Co., The Tennessee, Alabama and Georgia Rwy. Co. and Brotherhood Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes
John B. Criswell 3	Stigler, OK	December 21, 1982	2521	Port Terminal RR. Assoc. and United Transportation Union (E)
Robert M. O'Brien 2	Boston, MA	November 1, 1982	2543	Central Vermont Rwy. Inc., and United Transportation Union
A. Thomas Van Wart 3	Salem, NJ	October 15, 1982	2595	Consolidated Rail Corp. and United Transportation Union
A. Thomas Van Wart 3	Salem, NJ	October 27, 1982	2662	Consolidated Rail Corp. and United Transportation Union
Rodney E. Dennis 3	New York, NY	February 18, 1983	2668	Norfolk and Western Rwy. Co. and Brotherhood Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes
Rodney E. Dennis 3	New York, NY	December 15, 1982	2718	Consolidated Rail Corp. and United Transportation Union
George E. Larney 2	Evanston, IL	September 1, 1983	2779	Chicago and North Western Trans. Co., and United Transportation Union
Gene T. Ritter 2	Ardmore, OK	March 11, 1983	2805	Louisville and Nashville RR. Co. and United Transportation Union
Robert M. O'Brien 2	Boston, MA	November 1, 1982	2809	Central Vermont Rwy. Inc. and United Transportation Union
Jacob Seidenberg 2	Falls Church, VA	April 1, 1983	2835	The Cuyahoga Valley Rwy. Co. and United Transportation Union
Leverett Edwards 2	Ft. Worth, TX	December 17, 1982	2886	Houston Belt and Term. Rwy. Co. and Brotherhood of Locomotive Engineers
Leverett Edwards 2	Ft. Worth, TX	October 20, 1982	2899	Union Pacific RR. Co. (Northwestern District-Oregon Division) and United Transportation Union (C-T)
Howard G. Gamser 3	Washington, DC	March 30, 1983	2925	Southern Pacific Trans. Co. (Pacific Lines) and Brotherhood of Railroad Signalmen
Arthur T. Van Wart 2	Wilmington, DE	December 21, 1982	2948	Consolidated Rail Corp. and United Transportation Union
David P. Twomey 2	Quincy, MA	October 14, 1982	2954	The Denver and Rio Grande Western RR. Co. and United Transportation Union (S)
Robert M. O'Brien 2	Boston, MA	January 10, 1983	2982	Delaware and Hudson Rwy. Co. and Brotherhood of Locomotive Engineers
Gene T. Ritter 1	Ardmore, OK	September 1, 1983	2994	Missouri-Kansas-Texas RR. Co. and United Transportation Union (T-C)
John J. Gaherin 3	Bradenton, FL	January 3, 1983	3007	Burlington Northern RR. Co. and United Transportation Union
A. Thomas Van Wart 3	Salem, NJ	December 15, 1982	3010	New York Dock Rwy. and United Transportation Union
David Dolnick 2	Chicago, IL	November 15, 1982	3083	Chicago and North Western Rwy. Co. and Brotherhood of Locomotive Engineers
Joseph A. Sickles 3	Bethesda, MD	March 7, 1983	3083	Chicago and North Western Rwy. Co. and Brotherhood of Locomotive Engineers
Robert E. Peterson 2	Briarcliff Manor, NY	March 8, 1983	3087	Chicago, Rock Island and Pacific RR. Co. and United Transportation Union
Arthur T. Van Wart 2	Wilmington, DE	October 14, 1982	3091	Philadelphia, Bethlehem and New England RR. Co. and United Transportation Union
David H. Brown 2	Sherman, TX	December 16, 1982	3100	Union Pacific RR. Co. (Territory Salt Lake City-Los Angeles) and Brotherhood of Locomotive Engineers
William E. Fredenberger Jr. 2	Stafford, VA	October 20, 1982	3104	Consolidated Rail Corp. and United Transportation Union
Nicholas H. Zumas 2	Washington, DC	October 13, 1982	3112	The Washington Term. Co. and Brotherhood Railroad Signalmen
C. Robert Roadley 2	Williamsburg, VA	March 21, 1983	3118	Union Pacific RR. Co. and United Transportation Union (E)
Rodney E. Dennis 2	New York, NY	October 18, 1982	3130	Illinois Central Gulf RR. Co. and Sheet Metal Workers' International Association
Jack W. Cassle 3	Cheyenne, WY	December 13, 1982	3133	Butte, Anaconda and Pacific Rwy. Co., and United Transportation Union
Robert E. Peterson 2	Briarcliff Manor, NY	October 18, 1982	3134	Stockton Term. and Eastern RR. and United Transportation Union
David Dolnick 2	Chicago, IL	November 9, 1982	3160	Burlington Northern RR. Co. and United Transportation Union
Joseph A. Sickles 2	Bethesda, MD	October 20, 1982	3164	Detroit, Toledo and Ironton RR. Co. and United Transportation Union

See footnotes at end of table

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1. Neutrals Appointed Pursuant to Public Law 89-456 (Public Law Boards), Fiscal Year 1983—Continued

Name	Residence	Date of Appointment	Public Law Board No.	Parties
Irwin M. Lieberman 2	Stamford, CT	October 27, 1982	3167	Union Pacific RR. Co. and United Transportation Union (C-T)
Harold M. Weston 2	New York, NY	January 13, 1983	3171	The Chesapeake and Ohio Rwy. Co. and United Transportation Union
Robert M. O'Brien 2	Boston, MA	October 26, 1982	3179	Port Authority Trans-Hudson Corp. and United Transportation Union
Harold M. Weston 2	New York, NY	November 8, 1982	3180	Burlington Northern RR. Co. and United Transportation Union
Joseph A. Sickles 1	Bethesda, MD	November 8, 1982	3191	The Chesapeake and Ohio Rwy. Co. and United Transportation Union
L. Lawrence Schultz 2	Washington, DC	October 26, 1982	3194	City of Prineville Rwy. and United Transportation Union (C-T)
Rodney E. Dennis 2	New York, NY	October 20, 1982	3196	The Long Island Rail Road Co. and United Transportation Union
David P. Twomey 2	Quincy, MA	October 14, 1982	3197	The Atchison, Topeka and Santa Fe Railway Co. Western Lines-Northern and Southern Divisions and United Transportation Union
Theodore H. O'Brien 2	Boston, MA	October 15, 1982	3198	Milwaukee-Kansas City Southern Joint Agency and Brotherhood Railway, Carmen of United States and Canada
Arthur T. Van Wart 2	Wilmington, DE	October 14, 1982	3200	Bessemer and Lake Erie RR. Co. and Brotherhood Railway, Carmen of United States and Canada
William E. Fredenberger, Jr. 2	Stafford, VA	October 18, 1982	3201	The Newburgh and South Shore Rwy. Co. and United Transportation Union
Robert M. O'Brien 2	Boston, MA	October 15, 1982	3202	Boston and Maine Corp.-Debtor- and Brotherhood of Locomotive Engineers
Rodney E. Dennis 2	New York, NY	November 15, 1982	3203	Missouri Pacific RR. Co. and Brotherhood Railway, Carmen of United States and Canada
A. Thomas Van Wart 2	Salem, NJ	October 15, 1982	3204	Birmingham Southern RR. Co. and United Transportation Union
A. Thomas Van Wart 2	Salem, NJ	October 15, 1982	3205	The Washington Terminal Co. and United Transportation Union (T)
Arthur T. Van Wart 2	Wilmington, DE	October 14, 1982	3206	Union Pacific RR. Co. (Motive Power and Machinery (Department) and International Brotherhood of
			3207*	Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
John B. LaRocco 2	Sacramento, CA	October 14, 1982	3208	The Western Pacific RR. Co. and Brotherhood of Railroad Signalmen
Ira F. Jaffe 2	Rockville, MD	October 20, 1982	3210	Genesee and Wyoming RR. Co. and United Steelworkers of America
Arthur W. Sempliner 2	Grosse Pointe Farms, MI	October 15, 1982	3211	Pacific and Arctic Rwy. Navigation Co. and United Transportation Union
Robert M. O'Brien 2	Boston, MA	October 15, 1982	3212	Consolidated Rail Corp. and United Transportation Union
Harold M. Weston 2	New York, NY	October 18, 1982	3213	Indiana Harbor Belt RR. Co. and International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
Robert E. Peterson 2	Briarcliff Manor, NY	October 22, 1982	3214	The Chesapeake and Ohio Rwy. Co. and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes
Nicholas H. Zumas 2	Washington, DC	October 28, 1982	3215	The Baltimore and Annapolis RR. Co. and United Transportation Union
John B. LaRocco 2	Sacramento, CA	October 14, 1982	3216	The Western Pacific RR. Co. and Railroad Yardmasters of America
Nicholas H. Zumas 2	Washington, DC	October 13, 1982	3218	Union Pacific RR. Co. (Northwestern District-Oregon Division) and Brotherhood of Locomotive Engineers
William E. Fredenberger, Jr. 2	Stafford, VA	October 22, 1982	3219	The Long Island Rail Road Co. and Brotherhood Railway Carmen of United States and Canada
A. Thomas Van Wart 2	Salem, NJ	October 15, 1982	3220	Norfolk and Western Rwy. Co. and United Transportation Union
Arthur T. Van Wart 2	Wilmington, DE	October 14, 1982	3221	The Chesapeake and Ohio Rwy. Co. (Chesapeake Division, The Baltimore and Ohio RR. Co. (Including the Staten Island RR. Corp.), The Baltimore and Ohio Chicago Terminal RR. Co., Western Maryland Rwy. Co., and International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
Joseph A. Sickles 2	Bethesda, MD	October 18, 1982	3222	Richmond, Fredericksburg and Potomac RR. Co. and International Brotherhood of Firemen and Oilers
James F. Scearce 2	Atlanta, GA	October 14, 1982	3223	The Baltimore and Ohio RR. Co. and Joint Council of General Chairman-International Brotherhood of Electrical Workers
George S. Roukis 2	Manhassett Hills, NY	October 18, 1982	3224	Southern Rwy. Co. and Railroad Yardmasters of America
Arthur T. Van Wart 3	Wilmington, DE	February 14, 1983	3224	Southern Rwy. Co. and Railroad Yardmasters of America
Charles A. Peacock 1	Salisbury, NC	December 1, 1982	3225	Staten Island Rapid Transit Operating Authority and Brotherhood of Locomotive Engineers
Peter R. Blum 2	Hartford, CT	April 19, 1983	3225	Staten Island Rapid Transit Operating Authority and Brotherhood of Locomotive Engineers
John B. LaRocco 2	Sacramento, CA	October 14, 1982	3226	Missouri-Kansas-Texas RR. Co. and Brotherhood of Railroad Signalmen
Neil P. Speirs 2	Rohnert Park, CA	October 18, 1982	3227	Terminal RR. Association of St. Louis and Brotherhood of Locomotive Engineers
Arthur T. Van Wart 2	Wilmington, DE	October 14, 1982	3228	The Pittsburgh and Lake Erie RR. Co., The Lake Erie and Eastern RR. Co. and United Transportation Union (T)
A. Thomas Van Wart 3	Salem, NJ	February 1, 1983	3228	The Pittsburgh and Lake Erie RR. Co., The Lake Erie and Eastern RR. Co. and United Transportation Union (T)
Leverett Edwards 2	Ft. Worth, TX	October 18, 1982	3229	Burlington Northern RR. Co. and United Transportation Union
Charles A. Peacock 2	Salisbury, NC	December 1, 1982	3230	Seaboard Coast Line RR. Co. and United Transportation Union (E)
Gilbert H. Vernon 2	Eau Claire, WI	October 18, 1982	3231	The Atchison, Topeka and Santa Fe Rwy. Co. and Brotherhood Railway Carmen of United States and Canada
James F. Scearce 2	Atlanta, GA	October 14, 1982	3232	The Baltimore and Ohio RR. Co. and International Brotherhood of Electrical Workers
Arthur T. Van Wart 2	Wilmington, DE	October 14, 1982	3233	Missouri-Kansas-Texas RR. Co. and United Transportation Union (T-C)
Robert M. O'Brien 2	Boston, MA	October 15, 1982	3234	Chicago, Milwaukee, St. Paul and Pacific RR. Co. and Brotherhood of Locomotive Engineers
Richard R. Kasher 2	Bryn Mawr, PA	October 18, 1982	3235	Southern Pacific Transportation Co., (Western Lines) and Brotherhood Railway Carmen of United States and Canada

See footnotes at end of table

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1. Neutrals Appointed Pursuant to Public Law 89-456 (Public Law Boards), Fiscal Year 1983—Continued

Name	Residence	Date of Appointment	Public Law Board No.	Parties
David H. Brown 2	Sherman, TX	October 15, 1982	3236	Norfolk and Western Rwy. Co. and Brotherhood of Locomotive Engineers
Arthur W. Sempliner 1	Grosse Pointe Farms, MI	November 19, 1982	3237	The Atchison, Topeka and Santa Fe Rwy. Co. and United Transportation Union (C-T-Y)
Irwin M. Lieberman 2	Stamford, CT	October 18, 1982	3238	Burlington Northern RR. Co. and United Transportation Union
Neil P. Speirs 2	Rohnert Park, CA	October 26, 1982	3239	Magma Arizona RR. Co. and United Transportation Union
Jack W. Cassle 2	Cheyenne, WY	October 20, 1982	3240	Magma Arizona RR. Co. and United Transportation Union
John B. LaRocco 2	Sacramento, CA	October 14, 1982	3241	The Western Pacific RR. Co. and Brotherhood of Maintenance of Way Employes
Gene T. Ritter 2	Ardmore, OK	October 18, 1982	3242	Burlington Northern RR. Co. (Former C&S) and Brotherhood of Locomotive Engineers
Jacob Seidenberg 2	Falls Church, VA	October 13, 1982	3243	Union Pacific RR. Co. (Eastern District) and Brotherhood of Locomotive Engineers
Martin F. Scheinman 2	Bayside, NY	October 15, 1982	3244	Norfolk and Western Rwy. Co. and Brotherhood of Railroad Signalmen
Leverett Edwards 1	Ft. Worth, TX	December 2, 1982	3246	The Atchison, Topeka and Santa Fe Rwy. Co. and United Transportation Union (C-T-Y)
A. Thomas Van Wart 2	Salem, NJ	November 22, 1982	3248	Kansas City Terminal Rwy. Co. and United Transportation Union (E)
Dana E. Eischen 2	Ithaca, NY	October 18, 1982	3249	Missouri-Kansas-Texas RR. Co., Oklahoma, Kansas and Texas RR. Co. and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes
Robert M. O'Brien 2	Boston, MA	October 26, 1982	3250	The Cuyahoga Valley Rwy. Co. and United Steelworkers of America
David H. Brown 2	Sherman, TX	January 28, 1983	3251	Missouri Pacific RR. Co. and Brotherhood of Locomotive Engineers
Alice L. Everitt 2	Washington, DC	October 19, 1982	3252	Genesee and Wyoming RR. Co. and United Steelworkers of America
Robert E. Peterson 1	Briarcliff Manor, NY	April 8, 1983	3253	Norfolk and Western Rwy. Co., (on lines formerly operated by Wabash RR. Co. and identified as Lines West of Detroit) and United Transportation Union (C-T-E)
Jack W. Cassle 2	Cheyenne, WY	January 14, 1983	3254	Southern Pacific Transportation Co. and United Transportation Union (E)
Stephan H. Gordon 2	Silver Spring, MD	October 20, 1982	3255	Consolidated Rail Corp. and Brotherhood of Locomotive Engineers
Robert E. Peterson 2	New York, NY	October 15, 1982	3256	Bessemer and Lake Erie RR. Co. and United Transportation Union (T)
Robert E. Peterson 2	Briarcliff Manor, NY	December 2, 1982	3257	The Atchison, Topeka and Santa Fe Rwy. Co. and United Transportation Union
Preston J. Moore 2	Oklahoma City, OK	December 6, 1982	3258	Union Pacific RR. Co. (Northwestern District-Oregon Division) and United Transportation Union (E)
A.R. Lowry 2	Annapolis, MD	October 18, 1982	3259	The Pittsburgh and Lake Erie RR. Co., The Lake Erie and Eastern RR. Co. and Transport Workers Union of America
Jerome S. Rubenstein 2	North Marshfield, MA	November 19, 1982	3260	Aroostook Valley RR. Co. and United Transportation Union
A.R. Lowry 2	Annapolis, MD	November 18, 1982	3261	The Monongahela Rwy. Co. and International Association of Machinists and Aerospace Workers
A. Thomas Van Wart 2	Salem, NJ	November 2, 1983	3262	Consolidated Rail Corp. and International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
David Dolnick 2	Chicago, IL	October 6, 1982	3263	Chicago and Northwestern Rwy. Co. and Brotherhood of Locomotive Engineers
Robert E. Peterson 2	Briarcliff Manor, NY	October 27, 1982	3264	The Chesapeake and Ohio Rwy. Co. (Pere Marquette District) and Brotherhood Railway Carmen of United States and Canada
Robert E. Peterson 2	Briarcliff Manor, NY	October 27, 1982	3265	The Chesapeake and Ohio Rwy. Co., The Baltimore and Ohio RR. Co., (Including the Staten Island RR. Corp.), Western Maryland Rwy. Co. and International Brotherhood of Electrical Workers
Robert E. Peterson 2	Briarcliff Manor, NY	March 15, 1983	3266	Elgin, Joliet and Eastern Rwy. Co. and United Transportation Union (E)
Fred Blackwell 2	Gaithersburgh, MD	November 8, 1982	3267	The Denver and Rio Grande Western RR. Co. and United Transportation Union (S)
Robert E. Peterson 2	Briarcliff Manor, NY	February 4, 1983	3269	The Baltimore and Ohio RR. Co. (Including former BR&P Territory), The Baltimore and Ohio Chicago Terminal RR. Co. and Brotherhood of Locomotive Engineers
Dana E. Eischen 2	Ithaca, NY	November 2, 1982	3270	Kansas City Southern Rwy. Co., Louisiana and Arkansas Rwy. Co. and Brotherhood Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes
Arthur T. Van Wart 2	Wilmington, DE	November 3, 1982	3271	Galveston Wharves and Brotherhood of Maintenance of Way Employes
Arthur T. Van Wart 2	Wilmington, DE	November 3, 1982	3272	Southern Rwy. Co. and International Brotherhood of Electrical Workers
Robert E. Peterson 2	Briarcliff Manor, NY	November 3, 1982	3274	Indiana Harbor Belt RR. Co. and Brotherhood Railway Carmen of United States and Canada
John J. Gaherin 2	Bradenton, FL	November 8, 1982	3275	The Atchison, Topeka and Santa Fe Rwy. Co. (Coast Lines) and United Transportation Union (E)
Robert E. Peterson 2	Briarcliff Manor, NY	November 10, 1982	3277	Port Authority Trans-Hudson Corp. and Brotherhood of Locomotive Engineers
Edward L. Suntrup 2	Evanston, IL	November 9, 1982	3278	The Chesapeake and Ohio Rwy. Co., The Baltimore and Ohio RR. Co. (Including Staten Island RR. Corp.), The Baltimore and Ohio Chicago Terminal RR. Co., Western Maryland Rwy. Co. and International Brotherhood of Firemen and Oilers
Robert E. Stenzinger 2	Glenview, IL	November 9, 1982	3279	The Chesapeake and Ohio Rwy. Co., The Baltimore and Ohio RR. Co., (Including Staten Island RR. Corp.), The Baltimore and Ohio Chicago Terminal RR. Co., Western Maryland Rwy. Co. and International Brotherhood of Firemen and Oilers
William E. Fredenberger, Jr. 2	Stafford, VA	November 9, 1982	3280	The Chesapeake and Ohio Rwy. Co., The Baltimore and Ohio RR. Co. (Including Staten Island RR. Corp.), The Baltimore and Ohio Chicago Terminal RR. Co., Western Maryland Rwy. Co. and International Brotherhood of Firemen and Oilers

See footnotes at end of table

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1. Neutrals Appointed Pursuant to Public Law 89-456 (Public Law Boards), Fiscal Year 1983—Continued

Name	Residence	Date of Appointment	Public Law Board No.	Parties
Leonard K. Hall 2	St. Paul, MN	November 12, 1982	3281	The Chesapeake and Ohio Rwy. Co., The Baltimore and Ohio RR. Co. (Including the Staten Island RR. Corp.), The Baltimore and Ohio Chicago Terminal RR. Co., Western Maryland Rwy. Co. and International Brotherhood of Firemen and Oilers
David H. Brown 2	Sherman, TX	November 22, 1982	3282	Union Pacific RR. Co. (Eastern Division) and United Transportation Union (C-T)
Jacob Seidenberg 2	Falls Church, VA	December 2, 1982	3283	Florida East Coast Rwy. Co. and Florida Federation of RR. Employees
Arthur T. Van Wart 2	Wilmington, DE	December 2, 1982	3284	Grand Trunk Western RR. Co. and International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
John LaRocco 2	Sacramento, CA	February 22, 1983	3285	Atlanta and West Point RR., Western Railway of Alabama, Georgia RR. and Brotherhood of Railroad Signalmen
Robert E. Peterson 2	Briarcliff Manor, NY	December 28, 1982	3286	East Erie Commercial Rwy. and United Transportation Union
Irwin M. Lieberman 1	Stamford, CT	March 21, 1983	3288*	Burlington Northern RR. Co. and Railroad Yardmasters of America
Irwin M. Lieberman 2	Stamford, CT	June 20, 1983	3288	Burlington Northern RR. Co. and Railroad Yardmasters of America
Robert E. Peterson 2	Briarcliff Manor, NY	December 13, 1982	3290	The Baltimore and Ohio RR. Co., The Baltimore and Ohio Chicago Terminal RR. Co. and United Transportation Union (C-T)
Charles A. Peacock 2	Salisbury, NC	January 6, 1983	3291	Manufacturers Rwy. Co. and United Transportation Union
T. Page Sharp 1	McLean, VA	December 6, 1982	3292	Georgia RR. and United Transportation Union
Richard R. Kasher 2	Bryn Mawr, PA	December 16, 1982	3293	St. Louis Southwestern Rwy. Co. and Brotherhood of Railroad Signalmen
Leverett Edwards 2	Ft. Worth, TX	December 17, 1982	3294	St. Louis Southwestern Rwy. Co. and United Transportation Union (T)
Robert E. Peterson 2	Briarcliff Manor, NY	February 7, 1983	3295	Union Pacific RR. Co. and United Transportation Union (E)
Joseph A. Sickles 2	Bethesda, MD	December 15, 1982	3296	The Atchison, Topeka and Santa Fe Rwy. Co. and Brotherhood Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes
Jack W. Cassle 1	Cheyenne, WY	March 1, 1983	3297*	The Denver and Rio Grande Western RR. Co. and Railroad Yardmasters of America
Jack W. Cassle 1	Cheyenne, WY	May 19, 1983	3297	The Denver and Rio Grande Western RR. Co. and Railroad Yardmasters of America
Robert E. Peterson 2	Briarcliff Manor, NY	March 7, 1983	3298	The Lake Terminal RR. Co. and United Transportation Union
Robert E. Peterson 2	Briarcliff Manor, NY	January 3, 1983	3299	Norfolk and Western Rwy. Co. (Lines formerly operated by the Wabash RR. Co. and identified as Lines West of Detroit) and United Transportation Union (C-T-E)
Robert E. Peterson 2	Briarcliff Manor, NY	December 28, 1982	3300	Detroit Mackinac Rwy. Co. and Brotherhood Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes
David P. Twomey 2	Quincy, MA	December 28, 1982	3302	Columbus and Greenville Rwy. and United Transportation Union
Robert M. O'Brien 2	Boston, MA	January 3, 1983	3303	Burlington Northern RR. Co. and United Transportation Union (T)
Dana E. Eischen 2	Ithaca, NY	March 11, 1983	3304	Burlington Northern RR. Co. and United Transportation Union
David P. Twomey 2	Quincy, MA	February 7, 1983	3305	Burlington Northern RR. Co. and International Brotherhood of Electrical Workers
H. Raymond Cluster 2	North Truro, MA	September 1, 1983	3306	Union Pacific RR. Co. (Northwestern District, Idaho Division) and United Transportation Union (C)
A. Thomas Van Wart 2	Salem, NJ	January 4, 1983	3307	Southern Pacific Transportation (Eastern Lines) and United Transportation Union (C-T)
C.H. Herrington 2	Pleasanton, TX	January 4, 1983	3308	The Atchison, Topeka and Santa Fe Rwy. Co. and Brotherhood of Maintenance of Way Employes
Charles A. Peacock 1	Salisbury, NC	March 16, 1983	3309	Norfolk and Western Rwy. Co. and Brotherhood of Locomotive Engineers
Edward L. Suntrup 2	Evanston, IL	January 10, 1983	3310	The Atchison, Topeka and Santa Fe Rwy. Co. and International Brotherhood of Firemen and Oilers
Gilbert H. Vernon 2	Eau Claire, WI	January 14, 1983	3311	Burlington Northern RR. Co. and United Transportation Union
Nicholas H. Zumas 2	Washington, DC	January 25, 1983	3312	Southern Rwy. Co., The Cincinnati, New Orleans and Texas Pacific Rwy. Co., The Alabama Great Southern RR. Co., The New Orleans Terminal Co., Georgia Southern and Florida Rwy. Co., St. Johns River Terminal Co., Carolina and Northwestern Rwy. Co., Atlantic and East Carolina Rwy. Co., Live Oak, Perry and South Georgia Rwy. Co., Tennessee, Alabama and Georgia Rwy. Co. and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes
Rodney E. Dennis 2	New York, NY	February 4, 1983	3313	Grand Trunk Western RR. Co. and International Brotherhood of Electrical Workers
Jacob Seidenberg 2	Falls Church, VA	January 25, 1983	3314	Union Pacific RR. Co. and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes
Robert E. Peterson 2	Briarcliff Manor, NY	February 7, 1983	3315	Norfolk and Western Rwy. Co. and United Transportation Union
Robert J. Ables 2	Washington, DC	February 1, 1983	3316	Boston and Maine Corp. and International Federation of Professional and Technical Engineers
Gilbert H. Vernon 2	Eau Claire, WI	February 17, 1983	3317	Western Fruit Express (BN) and Brotherhood Railway Carmen of United States and Canada
Jacob Seidenberg 2	Falls Church, VA	February 14, 1983	3318	The Western Pacific RR. Co. and United Transportation Union
Arthur T. Van Wart 2	Wilmington, DE	February 14, 1983	3319	The Western Pacific RR. Co. and United Transportation Union
Harold M. Weston 2	New York, NY	April 11, 1983	3320	Soo Line RR. Co. and United Transportation Union (C-T)
A. Thomas Van Wart 2	Salem, NJ	February 16, 1983	3321	Burlington Northern RR. Co. and United Transportation Union (E)
David Dolnick 2	Chicago, IL	March 2, 1983	3322	Belt Railway Company of Chicago and Brotherhood Railway Carmen of United States and Canada
A. Thomas Van Wart 2	Salem, NJ	March 21, 1983	3323	The Kansas City Southern Rwy. Co., Louisiana and Arkansas Rwy. Co. and United Transportation Union (T)

See footnotes at end of table

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1. Neutrals Appointed Pursuant to Public Law 89-456 (Public Law Boards), Fiscal Year 1983—Continued

Name	Residence	Date of Appointment	Public Law Board No.	Parties
Arthur T. Van Wart 2	Wilmington, DE	March 7, 1983	3326	Southern Pacific Transportation Co. (Eastern Lines) and United Transportation Union (C-T)
Robert M. O'Brien 2	Boston, MA	March 7, 1983	3328	Elgin, Joliet and Eastern Rwy. Co. and Brotherhood of Locomotive Engineers
Martin F. Scheinman 2	Bayside, NY	February 18, 1983	3329	Western Maryland Rwy. Co. and Railroad Yardmasters of America
Don J. Harr 2	Oklahoma City, OK	February 14, 1983	3330	San Manuel Arizona RR. Co. and United Transportation Union
Don J. Harr 2	Oklahoma City, OK	February 14, 1983	3331	San Manuel Arizona RR. Co. and United Transportation Union
W. J. Peck 2	Luck, WI	February 28, 1983	3332	Burlington Northern RR. Co. and International Brotherhood of Electrical Workers
David Dolnick 2	Chicago, IL	February 28, 1983	3333	Burlington Northern RR. Co. and International Brotherhood of Electrical Workers
Leonard K. Hall 2	St. Paul, MN	March 7, 1983	3334	Soo Line RR. Co. and International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
David Dolnick 2	Chicago, IL	August 16, 1983	3335	The Chesapeake and Ohio Rwy. Co. and Local #1768, International Longshoremen's Association
Robert M. O'Brien 2	Boston, MA	September 1, 1983	3336	Port Authority Trans Hudson Corp. and United Transportation Union
Joseph A. Sickles 2	Bethesda, MD	March 7, 1983	3337	Consolidated Rail Corp. and Railroad Yardmasters of America
David P. Twomey 2	Quincy, MA	March 11, 1983	3338	Illinois Central Gulf RR. Co and United Transportation Union
H. Raymond Cluster 2	North Truro, MA	March 11, 1983	3339	Newburgh and South Shore Rwy. Co. and United Transportation Union
A. Thomas Van Wart 2	Salem, NJ	March 21, 1983	3340	Kansas City Terminal Rwy. Co. and United Transportation Union (S)
Robert M. O'Brien 2	Boston, MA	March 7, 1983	3342	Illinois Central Gulf RR. Co. and United Transportation Union
John J. Gaherin 2	Bradenton, FL	April 4, 1983	3343	Portland Terminal RR. Co. and United Transportation Union
Elliott M. Abramson 2	Wilmette, IL	March 21, 1983	3344	The Atchison, Topeka and Santa Fe Rwy. Co. and Sheet Metal Workers International Association
Dana E. Eischen 2	Ithaca, NY	September 1, 1983	3345	Southern Pacific Transportation Co. (Eastern Lines) and Brotherhood of Railroad Signalmen
Fred Blackwell 2	Gaithersburg, MD	March 16, 1983	3346	Union Pacific RR. Co. and Brotherhood Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes
Edward L. Suntrup 2	Evanston, IL	April 1, 1983	3348	The Atchison, Topeka and Santa Fe Rwy. Co. and Brotherhood of Maintenance of Way Employes
Gene T. Ritter 2	Ardmore, OK	March 30, 1983	3349	Seaboard System RR. and Brotherhood of Locomotive Engineers
Harold M. Weston 2	New York, NY	September 1, 1983	3350	Chicago, Milwaukee, St. Paul and Pacific RR. Co. and Railroad Yardmasters of America
Herbert L. Marx, Jr. 2	New York, NY	March 28, 1983	3351	National Railroad Passenger Corp. and International Association of Machinists and Aerospace Workers
Earl Baker Ruth 2	Salisbury, NC	April 4, 1983	3352	The Cuyahoga Valley Rwy. Co. and United Transportation Union
Gilbert H. Vernon 2	Eau Claire, WI	April 4, 1983	3353	Southern Pacific Trans. Co. (Western Lines) and International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
Francis X. Quinn 2	Tulsa, OK	April 12, 1983	3355	National Railroad Passenger Corp. and International Brotherhood of Electrical Workers
David Dolnick 2	Chicago, IL	April 4, 1983	3356	Seaboard System RR. and International Brotherhood of Electrical Workers
Dana E. Eischen 2	Ithaca, NY	April 12, 1983	3357	Southern Pacific Transportation Co. (Eastern Lines) and Western Railway Supervisors Association
Harold M. Weston 2	New York, NY	September 1, 1983	3358	Consolidated Rail Corp. and International Brotherhood of Electrical Workers
David H. Brown 2	Sherman, TX	April 12, 1983	3359	The Atchison, Topeka and Santa Fe Rwy. Co. (Proper) and Brotherhood of Locomotive Engineers
James R. Ryden 2	Chicago, IL	April 12, 1983	3360	Minnesota, Dakota and Western Rwy. Co. and International Brotherhood of Firemen and Oilers
Rodney E. Dennis 2	New York, NY	September 8, 1983	3361	Staten Island Rapid Transit Operating Authority and Brotherhood Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes including TCEU Division
Jacob Seidenberg 2	Falls Church, VA	April 18, 1983	3362	Florida East Coast Highway Dispatch Co. and United Transportation Union
David P. Twomey 2	Quincy, MA	April 27, 1983	3363	Illinois Central Gulf RR. Co. and United Transportation Union
Jack W. Cassle 2	Cheyenne, WY	September 1, 1983	3365	Union Pacific RR. Co. (Eastern District) and United Transportation Union (E)
David Dolnick 2	Chicago, IL	September 1, 1983	3366	The Belt Railway Company of Chicago and United Transportation Union
Arthur W. Sempliner 2	Grosse Pointe Farms, MI	September 1, 1983	3367	Detroit, Toledo and Ironton RR. Co. and United Transportation Union
Margery F. Gootnick 2	Rochester, NY	September 1, 1983	3368	The Long Island Rail Road Co. and International Brotherhood of Electrical Workers
John N. Gentry 2	Washington, DC	April 21, 1983	3369	Chicago and North Western Transportation Co. and United Transportation Union
T.P. Sharp 2	McLean, VA	April 22, 1983	3370	National Railroad Passenger Corp. and International Brotherhood of Electrical Workers
George E. Larney 2	Evanston, IL	September 1, 1983	3371	Chicago and North Western Transportation Co. and International Brotherhood of Firemen and Oilers
John B. Criswell 2	Stigler, OK	April 27, 1983	3372	The Cincinnati, New Orleans and Texas Pacific Rwy. Co., The Alabama Great Southern RR. Co. (including NO&NE District), The New Orleans Terminal Co. and United Transportation Union
David P. Twomey 2	Quincy, MA	September 1, 1983	3373	The Atchison, Topeka and Santa Fe Rwy. Co. (Eastern and Western Lines (except Northern and Southern Divisions) and United Transportation Union (C-T-Y)
Don J. Harr 2	Oklahoma City, OK	September 1, 1983	3375	San Manuel Arizona RR. Co. and United Transportation Union
Robert M. O'Brien 2	Boston, MA	September 1, 1983	3376	Boston and Maine Corp., Debtor and Brotherhood Railroad Signalmen
Robert E. Peterson 2	Briarcliff Manor, NY	September 1, 1983	3377	Richmond, Fredericksburg and Potomac RR. Co. and United Transportation Union (C)

See footnotes at end of table

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1. Neutrals Appointed Pursuant to Public Law 89-456 (Public Law Boards), Fiscal Year 1983—Continued

Name	Residence	Date of Appointment	Public Law Board No.	Parties
Gilbert H. Vernon 2	Eau Claire, WI	September 1, 1983	3378	Southern Pacific Transportation Co. and United Transportation Union (Y)
Preston J. Moore 2	Oklahoma City, OK	September 1, 1983	3379	Norfolk and Western Rwy. Co. and United Transportation Union (E)
Robert M. O'Brien 2	Boston, MA	September 1, 1983	3380	Chicago, Milwaukee, St. Paul and Pacific RR. Co. and United Transportation Union
H. Raymond Cluster 2	North Truro, MA	September 1, 1983	3384	The Lake Terminal RR. Co. and United Transportation Union
David Dolnick 2	Chicago, IL	September 1, 1983	3385	The Belt Railway Company of Chicago and American Train Dispatchers Association
Robert M. O'Brien 2	Boston, MA	September 6, 1983	3386	Aliquippa and Southern RR. Co. and United Steelworkers of America
Edward M. Hogan 2	Chicago, IL	September 1, 1983	3387	Southern Rwy. Co. and International Association of Machinists and Aerospace Workers
David P. Twomey 2	Quincy, MA	September 1, 1983	3388	The Atchison, Topeka and Santa Fe Rwy. Co., Santa Fe Proper and United Transportation Union (E)
Ida Klaus 2	New York, NY	September 1, 1983	3389	Southern Rwy. Co. and Sheet Metal Workers International Association
John J. Gaherin 2	Centerville, MA	September 1, 1983	3390	Clinchfield RR. Co. and Brotherhood of Locomotive Engineers
Robert E. Peterson 2	Briarcliff Manor, NY	September 1, 1983	3391	Pacific Fruit Express Co. and Brotherhood Railway Carmen of United States and Canada
Robert E. Stenlinger 2	Glenview, IL	September 1, 1983	3392	The Chesapeake and Ohio Rwy. Co., (Chesapeake and Pere Marquiette Districts), The Baltimore and Ohio RR. Co (including the Staten Island RR. Corp.), The Baltimore and Ohio Chicago Terminal RR. Co., The Western Maryland Rwy. Co. and International Brotherhood of Firemen and Oilers
Harold M. Weston 2	New York, NY	June 9, 1983	3394	Metro-North Commuter RR. Co. and Transport Workers Union
John J. Gaherin 2	Bradenton, FL	September 1, 1983	3395	The Los Angeles Junction Rwy. Co. and United Transportation Union (S)
John B. LaRocco 2	Sacramento, CA	August 30, 1983	3396	Union Pacific RR. Co. and Brotherhood of Railroad Signalmen
Joseph A. Sickles 2	Bethesda, MD	September 1, 1983	3397	Illinois Central Gulf RR. Co. and Brotherhood Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes
Robert E. Peterson 2	Briarcliff Manor, NY	September 1, 1983	3398	Illinois Central Gulf RR. Co. and Brotherhood Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes
David P. Twomey 2	Quincy MA	September 1, 1983	3400	The Atchison, Topeka and Santa Fe Rwy. Co. (Coast Lines) and United Transportation Union (C-T-Y)
Dana E. Eischen 2	Ithaca, NY	September 1, 1983	3402	Southern Pacific Transportation Co. (Western Lines) and Brotherhood of Railroad Signalmen
David H. Brown 2	Sherman, TX	September 1, 1983	3405	Ashley, Drew and Northern Rwy. Co. and United Transportation Union (E)
Herbert L. Marx, Jr 2	New York, NY	September 1, 1983	3407	The Long Island Rail Road Co. and Brotherhood Railway, Carmen of United States and Canada
Herbert L. Marx, Jr 2	New York, NY	September 1, 1983	3408	Burlington Northern RR. Co. and Brotherhood Railway, Carmen of United States and Canada
Arthur W. Sempliner 2	Grosse Pointe Farms, MI	September 1, 1983	3410	Nevada Northern Rwy. Co. and United Transportation Union
Rodney E. Dennis 2	New York, NY	September 1, 1983	3416	Richmond, Fredericksburg and Potomac Railroad Co. and International Brotherhood of Electrical Workers
John B. LaRocco 2	Sacramento, CA	September 1, 1983	3417	The Atchison, Topeka and Santa Fe Rwy. Co. (Coast Lines) and United Transportation Union (C-T-Y)
John B. LaRocco 2	Sacramento, CA	September 1, 1983	3418	Clinchfield RR. Co. and Brotherhood of Railroad Signalmen
Harold M. Weston 3	New York, NY	September 1, 1983	3419	Columbus and Greenville Rwy. Co. and United Transportation Union
John B. LaRocco 2	Sacramento, CA	September 1, 1983	3420	Burlington Northern RR. Co. and Brotherhood Railway, Carmen of United States and Canada
Thomas F. Carey 2	Jericho, NY	September 1, 1983	3421	The Long Island Rail Road Co. and International Brotherhood of Teamsters, Local 808
Martin F. Scheinman 2	Bayside, NY	September 26, 1983	3422	Western Maryland Rwy. Co. and Brotherhood Railroad of Signalmen
Martin F. Scheinman 2	Bayside, NY	September 1, 1983	3429	The Long Island Rail Road Co. and Police Benevolent Association
Robert M. O'Brien 1	Boston, MA	September 1, 1983	3430	Chicago and North Western Transportation Co. and Brotherhood Railway Carmen of United States and Canada
Preston J. Moore 2	Oklahoma City, OK	September 13, 1983	3433	Missouri Pacific RR. Co. and American Train Dispatchers Association
Edward L. Suntrup 2	Evanston, IL	September 6, 1983	3434	Union Pacific Fruit Express Co. and Brotherhood Railway Carmen of United States and Canada
H. Raymond Cluster 2	North Truro, MA	September 23, 1983	3437	The Chesapeake and Ohio Rwy. Co. and Brotherhood of Locomotive Engineers
Joseph A. Sickles 2	Bethesda, MD	September 13, 1983	3435	Richmond, Fredericksburg and Potomac RR. Co. and Brotherhood Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes
Edward M. Hogan 2	Chicago, IL	September 20, 1983	3440	The Atchison, Topeka and Santa Fe Railway Co. and International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
Jacob Seidenberg 1	Falls Church, VA	September 21, 1983	3441	Missouri-Kansas-Texas RR. Co. and Brotherhood Railway Carmen of United States and Canada
Edward L. Suntrup 2	Evanston, IL	September 19, 1983	3443	Union Pacific RR. Co. (Motive Power and Machinery Department) and Brotherhood Railway Carmen of United States and Canada
Jacob Seidenberg 2	Falls Church, VA	September 27, 1983	3444	The Long Island Rail Road Co. and Railroad Yardmasters of America
Robert E. Peterson 2	Briarcliff Manor, NY	September 3, 1983	3446	The Chesapeake and Ohio Rwy. Co., The Baltimore and Ohio RR. Co. (including the Staten Island RR. Corp.), Western Maryland Rwy. Co. and International Association of Machinists and Aerospace Workers
Martin F. Scheinman 2	Bayside, NY	September 26, 1983	3447	The Baltimore and Ohio RR. Co. and Brotherhood of Railroad Signalmen
Robert M. O'Brien 2	Boston, MA	February 18, 1983	3207	Southern Rwy. Co., (The Cincinnati, New Orleans and Texas Pacific Rwy. Co., The Alabama Great Southern RR. Co., The New Orleans Terminal Co., Georgia Southern and Florida Rwy. Co., St. Johns River Terminal Co.) and Brotherhood of Railroad Signalmen

* Converted from Government to Parties Pay Board. ' Procedural ' Merits ' Previous Neutral Resigned

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2. Arbitrators Appointed—Arbitration Boards, October 1, 1982 to September 30, 1983

Name	Residence	Date of Appointment	Arbitration Board No.	Parties
Parties settled dispute without arbitration			412	Atchison, Topeka and Santa Fe Railway Co. and Brotherhood of Locomotive Engineers
Parties settled dispute without arbitration			413	Atchison, Topeka and Santa Fe Railway Co. and United Transportation Union
Joseph A. Sickles	Bethesda, MD	October 6, 1982	414	Consolidated Rail Corporation and United Transportation Union (E) and (C&T)
Francis X. Quinn	Longport, NJ	October 6, 1982	415	Consolidated Rail Corporation and United Transportation Union (C&T)
Irwin M. Lieberman	Stamford, CT	October 26, 1982	416	Burlington Northern Railroad Co. and United Transportation Union
Joseph A. Sickles	Bethesda, MD	November 5, 1982	417	Consolidated Rail Corporation and Brotherhood of Maintenance of Way Employes
Joseph A. Sickles	Bethesda, MD	November 29, 1982	418	Consolidated Rail Corporation and United Transportation Union (C&T&E)
Fred Blackwell	Gaithersburg, MD	February 8, 1983	420	Consolidated Rail Corporation and United Transportation Union
Fred Blackwell	Gaithersburg, MD	March 8, 1983	421	Consolidated Rail Corporation and United Transportation Union (E) and (C&T)
David H. Stowe	Bethesda, MD	March 30, 1983	422	Delaware and Hudson Railway Company and Railroad Yardmasters of America
		(Out of Case NMB A-11138-Procedural Issue)		
Fred Blackwell	Gaithersburg, MD	May 16, 1983	423	Consolidated Rail Corporation and United Transportation Union
Joseph A. Sickles	Bethesda, MD	May 16, 1983	424	Consolidated Rail Corporation and United Transportation Union
Robert E. Peterson	Briarcliff Manor, NY	July 5, 1983	425	Consolidated Rail Corporation and Brotherhood of Railroad Signalmen
Robert J. Ables	Washington, DC	July 8, 1983	426	Duluth, Missabe and Iron Range Railway Co. and United Transportation Union (C&T)
Joseph A. Sickles	Bethesda, MD	July 27, 1983	427	Consolidated Rail Corporation and Brotherhood of Locomotive Engineers
Francis X. Quinn	Tulsa, OK	August 5, 1983	428	Consolidated Rail Corporation and United Transportation Union (C&T)
Joseph A. Sickles	Bethesda, MD	September 13, 1983	429	Consolidated Rail Corporation and United Transportation Union

2a. Arbitrators Appointed—Task Force Arbitration, October 1, 1982 to September 30, 1983

Name	Residence	Date of Appointment	Task Force Board No.	Parties
		None appointed for this fiscal year		

2b. Arbitrators Selected—Interest Arbitration, October 1, 1982 to September 30, 1983

Name	Residence	Date of Appointment	Case No.	Parties
Robert E. Peterson	Briarcliff Manor, NY	August 19, 1983	A-11079 A-11080	Southern Pacific Transportation Co., St. Louis Southwestern Railroad Company and Brotherhood of Railroad Signalmen
Richard R. Kasher	Bryn Mawr, PA	August 19, 1983	A-11079 A-11080	Southern Pacific Transportation Co., St. Louis Southwestern Railroad Company and Brotherhood of Railroad Signalmen

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3. Neutrals Appointed—Special Boards of Adjustment, October 1, 1982 to September 30, 1983

Name	Residence	Date of Appointment	Special Board No.	Parties
Gilbert H. Vernon 2	Eau Claire, WI	December 2, 1982	18	Southern Pacific Trans. Co. and United Transportation Union
Gilbert H. Vernon 2	Eau Claire, WI	September 1, 1983	21	Southern Pacific Trans. Co. and United Transportation Union
Gilbert H. Vernon 2	Eau Claire, WI	December 2, 1982	107	Northwestern Pacific RR. Co. and United Transportation Union
Edward Suntrup 2	Evanston, IL	March 29, 1983	570	National Railway Labor Conference and Various Labor Organizations (Formerly RED)
Ida Klaus 2	New York, NY	March 29, 1983	570	National Railway Labor Conference and Various Labor Organizations (Formerly RED)
Edward M. Hogan 2	Chicago, IL	March 29, 1983	570	National Railway Labor Conference and Various Labor Organizations (Formerly RED)
Irwin M. Lieberman 2	Stamford, CT	April 8, 1983	608	Southern Railway Co. and Brotherhood Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes
Ida Klaus 2	New York, NY	April 8, 1983	608	Southern Railway Co. and Brotherhood Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes
Richard R. Kasher 2	Bryn Mawr, PA	April 8, 1983	608	Southern Railway Co. and Brotherhood Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes
Herbert L. Marx, Jr 1	New York, NY	April 12, 1983	884	The Long Island RR. Co. and United Transportation Union
Harold M. Weston 2	New York, NY	February 1, 1983	894	Consolidated Rail Corp. and Brotherhood of Locomotive Engineers
Harold M. Weston	New York, NY	March 21, 1983	909	Consolidated Rail Corp. and United Transportation Union (E)
Arthur W. Sempliner	Grosse Pointe Farms, MI	March 21, 1983	909	Consolidated Rail Corp. and United Transportation Union (E)
Robert M. O'Brien	Boston, MA	March 21, 1983	909	Consolidated Rail Corp. and United Transportation Union (E)
David H. Brown	Sherman, TX	March 21, 1983	909	Consolidated Rail Corp. and United Transportation Union (E)
Fred Blackwell	Gaithersburg, MD	March 21, 1983	909	Consolidated Rail Corp. and United Transportation Union (E)
Irving T. Bergman	Mineola, NY	October 18, 1982	910	Consolidated Rail Corp. and United Transportation Union (C-T)
Fred Blackwell	Gaithersburg, MD	October 18, 1982	910	Consolidated Rail Corp. and United Transportation Union (C-T)
Robert M. O'Brien	Boston, MA	October 18, 1982	910	Consolidated Rail Corp. and United Transportation Union (C-T)
Arthur W. Sempliner	Grosse Pointe Farms, MI	October 18, 1982	910	Consolidated Rail Corp. and United Transportation Union (C-T)
A. Thomas Van Wart	Salem, NJ	October 18, 1982	910	Consolidated Rail Corp. and United Transportation Union (C-T)
H. Raymond Cluster	North Truro, MA	October 18, 1982	913	Eastern, Western and Southeastern Carriers' Conference Committees and Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, and Switchmen's Union of North America (the latter two organizations now being known as the United Transportation Union, their successor)
H. Raymond Cluster	North Truro, MA	October 18, 1982	914	Eastern, Western and Southeastern Railroads (Now the National Carriers' Conference Committee) and Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors and Brakemen, Brotherhood of Railroad Trainmen, Switchmen's Union of North America (the latter four organizations now being known as the United Transportation Union, their successor)
Charles A. Peacock	Salisbury, NC	December 17, 1982	916	Norfolk and Western Rwy. Co. and United Transportation Union (T)
Charles A. Peacock	Salisbury, NC	December 17, 1982	917	Norfolk and Western Rwy. Co. and Brotherhood Railway Carmen of United States and Canada
William M. Edgett	Ellicott City, MD	September 1, 1983	918	Burlington Northern RR. Co. and United Transportation Union
Robert E. Peterson	Briarcliff Manor, NY	April 1, 1983	919	Norfolk and Western Rwy. Co. (Lines formerly operated by the Wabash RR. Co. and Identified as Lines West of Detroit) and United Transportation Union (C-T-E)
William E. Fredenberger, Jr.	Stafford, VA	April 6, 1983	920	Norfolk and Western Rwy. Co. and Brotherhood Railway Carmen of United States and Canada
Arthur T. Van Wart	Wilmington, DE	April 18, 1983	921	Norfolk and Western Rwy. Co. and United Transportation Union
David H. Brown	Sherman, TX	July 5, 1983	922	Norfolk and Western Rwy. Co. and United Transportation Union
Laurence E. Seibel	Chevy Chase, MD	September 1, 1983	923	The Long Island Rail Road Co. and American Railway Supervisors Association-Lodge 851, American Railway Supervisors Association-Lodge 851-A, American Railway Supervisors Association-Lodge 853, American Railway Supervisors Association-Lodge 857, Brotherhood of Locomotive Engineers, Brotherhood of Railroad Signalmen, Brotherhood Railway, AirLine and Steamship Clerks, Brotherhood Railway Carmen of United States and Canada, International Association of Machinists and Aerospace Workers, International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, International Brotherhood of Electrical Workers, International Brotherhood of Firemen and Oilers, International Brotherhood of Teamsters, Local 808, Police Benevolent Association, Railroad Yardmasters of America, Sheet Metal Workers International Association, United Transportation Union
Paul C. Carter	Wheaton, IL	September 1, 1983	924	Chicago and North Western Transportation Co. and Brotherhood of Maintenance of Way Employes
Richard R. Kasher	Bryn Mawr, PA	April 25, 1983	925	Burlington Northern RR. Co. and Brotherhood of Maintenance of Way Employes
Robert E. Peterson	Briarcliff Manor, NY	September 6, 1983	926	Norfolk and Western Rwy. Co. and United Transportation Union
Arthur T. Van Wart	Wilmington, DE	September 13, 1983	927	Norfolk and Western Rwy. Co. and Brotherhood of Locomotive Engineers
Nicholas H. Zumas	Washington, DC	September 13, 1983	928	National Railroad Passenger Corp. and Brotherhood of Locomotive Engineers
Rodney E. Dennis	New York, NY	September 16, 1983	929	Chesapeake and Ohio Rwy. Co. and Brotherhood Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes
Arthur T. Van Wart	Wilmington, DE	September 26, 1983	930	Norfolk and Western Rwy. Co. and Brotherhood of Locomotive Engineers

[1] Previous Neutral resigned
[2] Previous Neutral term expired

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4. Neutrals Nominated Pursuant to Union Shop Agreements, October 1, 1982 to September 30, 1983

Name	Residence	Date of Appointment	Carrier	Organization	Individual Involved
Nicholas H. Zumas	Washington, D.C.	May 16, 1983	Consolidated Rail Corporation	Railroad Yardmasters of America	W.J. Jones
Josef P. Sirefman	Glen Head, NY	June 7, 1983	Indiana Harbor Belt Railroad Company	Police Benevolent Association	Theodore Hanson
L. Lawrence Schultz	Washington, DC	July 13, 1983	Consolidated Rail Corporation	Transportation Communication Division of Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes	R.B. Parmelee
Jacob Seidenberg	Falls Church, VA	September 19, 1983	Consolidated Rail Corporation	Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes	J.A. Forsythe

5. Referees Appointed—System Boards of Adjustment (Airlines) October 1, 1982 to September 30, 1983

Name	Residence	Date of Appointment	Parties
Robert B. Lubic	Washington, D.C.	October 7, 1982	Aspen Airways, Inc. and Air Line Pilots Association
Arthur T. Van Wart	Wilmington, DE	October 7, 1982	Aspen Airways, Inc. and Air Line Pilots Association
Panel submitted but parties decided to close file.		October 6, 1982	Alaska Airlines, Inc. and International Association of Machinists and Aerospace Workers
Geraldine M. Randall*	San Anselmo, CA	October 8, 1982	Pan American World Airways and Transport Workers Union of America
Fred Blackwell*	Gaithersburg, MD	October 12, 1982	Ecuatoriana Airlines and International Association of Machinists and Aerospace Workers
Robert J. Ables	Washington, D.C.	October 20, 1982	Eastern Air Lines, Inc. and Transport Workers Union of America
Three panels submitted but parties selected their own arbitrators		October 21, 1982	Transamerica Airlines and Association of Flight Attendants
John A. Grimes*	La Porte, TX	October 22, 1982	Pan American World Airways, Inc. and Transport Workers Union of America
Panel submitted but no arbitrator was selected from the panel		October 22, 1982	Pan American World Airways, Inc. and Transport Workers Union of America
Robert J. Ables	Washington, D.C.	October 27, 1982	Eastern Airlines, Inc. and Transport Workers Union of America
Gerald A. Brown*	Sacramento, CA	November 1, 1982	Alaska Airlines, Inc. and International Association of Machinists and Aerospace Workers
Howard G. Gamser	Washington, D.C.	November 3, 1982	Aspen Airways, Inc. and Air Line Pilots Association
Panel submitted but parties selected their own arbitrator		November 10, 1982	Pan American World Airways, Inc. and Independent Union of Flight Attendants
James C. McBrearty*	Tucson, AZ	November 15, 1982	Metro Airlines and Air Line Pilots Association
Preston J. Moore*	Oklahoma City, OK	November 15, 1982	Metro Airlines and Air Line Pilots Association
Harold H. Leeper*	Dallas, TX	November 15, 1982	Metro Airlines and Air Line Pilots Association
Henry L. Sisk*	Denton, TX	November 15, 1982	Metro Airlines and Air Line Pilots Association
George S. Roukis*	Manhasset Hills, NY	November 17, 1982	Pan American World Airways, Inc. and Transport Workers Union of America
Clara H. Friedman*	New York, NY	November 17, 1982	Pan American World Airways, Inc. and Transport Workers Union of America
William E. Fredenberger*	Stafford, VA	November 18, 1982	AEROMEXICO and International Association of Machinists and Aerospace Workers
Edgar A. Jones	Los Angeles, CA	November 22, 1982	Continental Airlines, Inc. and Union of Flight Attendant
David E. Feller	Berkeley, CA	November 29, 1982	Continental Airlines, Inc. and Union of Flight Attendnts
Nicholas H. Zumas	Washington, D.C.	November 30, 1982	Eastern Air Lines, Inc. Transport Workers Union of America
Panel submitted but parties settled without arbitration		November 30, 1982	Pan American World Airways, Inc. and International Brotherhood of Teamsters
James E. Jones	Madison, WI	December 1, 1982	Republic Airlines, Inc. and Association of Flight Attendants
Howard G. Gamser	Washington, D.C.	December 1, 1982	Republic Airlines, Inc. and Association of Flight Attendants
Barbara W. Doering	West Lafayette, IN	December 1, 1982	Republic Airlines, Inc. and Association of Flight Attendants
Mark L. Kahn	Detroit, MI	December 1, 1982	Republic Airlines, Inc. and Association of Flight Attendants
Bert L. Luskin	Chicago, IL	December 2, 1982	Republic Airlines, Inc. and Association of Flight Attendants
Joan Stern Kiok*	New York, NY	December 3, 1982	Pan American World Airways, Inc. and International Brotherhood of Teamsters
George S. Ives*	Sarasota, FL	December 6, 1982	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Panel submitted but parties selected their own arbitrator		December 10, 1982	Transamerica Airlines and Association of Flight Attendants
Richard R. Kasher*	Bryn Mawr, PA	December 10, 1982	Transamerica Airlines and Association of Flight Attendants
William S. Rule*	Rancho Santa Fe, CA	December 10, 1982	Transamerica Airlines and Association of Flight Attendants
Joseph S. Kane*	Seattle, WA	December 10, 1982	Transamerica Airlines and Association of Flight Attendants
Anne H. Woolf*	Norman, OK	December 10, 1982	Transamerica Airlines and Association of Flight Attendants
Floyd H. Bailer*	Los Angeles, CA	December 10, 1982	Transamerica Airlines and Association of Flight Attendants
J.B. Gillingham*	Seattle, WA	December 10, 1982	Transamerica Airlines and Association of Flight Attendants
Panel submitted but parties selected their own arbitrator		December 20, 1982	Philippine Airlines, Inc. and International Association of Machinists and Aerospace Workers
Panel submitted but parties have not selected an arbitrator as yet		December 21, 1982	Ozark Air Lines, Inc. and Air Line Pilots Association

See footnotes at end of table

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5. Referees Appointed—System Boards of Adjustment (Airlines) October 1, 1982 to September 30, 1983—Continued

Name	Residence	Date of Appointment	Parties
Panel submitted but parties settled prior to arbitration			
Bert L. Luskin*	Chicago, IL	December 21, 1982	Ozark Air Lines, Inc. and Air Line Pilots Association
Panel submitted but parties settled dispute prior to arbitration		December 30, 1982	Mississippi Valley Airlines and Air Line Pilots Association
Panel submitted but parties settled dispute prior to arbitration		January 5, 1983	Piedmont Airlines and Association of Flight Attendants
Panel submitted but parties settled dispute prior to arbitration		January 5, 1983	Piedmont Airlines and Association of Flight Attendants
Panel submitted but parties settled dispute prior to arbitration		January 5, 1983	Piedmont Airlines and Association of Flight Attendants
Panel submitted but parties selected their own arbitrator		January 5, 1983	Piedmont Airlines and Association of Flight Attendants
Panel submitted but parties selected their own arbitrator		January 10, 1983	Flying Tiger Line, Inc. and Air Line Pilots Association
Seymour Strongin	Washington, D.C.	January 10, 1983	USAir, Inc., and International Brotherhood of Teamsters
James J. Sherman	Tampa, FL	January 10, 1983	Eastern Air Lines, Inc. and Transport Workers Union of America
Robert B. Lubic	Washington, D.C.	January 10, 1983	Eastern Air Lines, Inc. and Transport Workers Union of America
James F. Scearce	Atlanta, GA	January 10, 1983	Eastern Air Lines, Inc. and Transport Workers Union of America
Arvid Anderson	New York, NY	January 10, 1983	Eastern Air Lines, Inc. and Transport Workers Union of America
Two panels submitted but parties settled dispute prior to arbitration		January 12, 1983	Eastern Air Lines, Inc. and Transport Workers Union of America
Richard R. Kasher*	Bryn Mawr, PA	January 17, 1983	Ozark Air Lines, Inc. and Air Line Pilots Association
John P. Mead*	Key Biscayne, FL	January 17, 1983	CFE Air Cargo, Inc. and International Brotherhood of Teamsters
J.B. Gillingham*	Seattle, WA	January 17, 1983	Pan American World Airways, Inc. and United Plant Guard Workers of America
Panel submitted but parties settled dispute prior to arbitration		Janauary 17, 1983	Cascade Airways and Air Line Pilots Association
Thomas Frank Levak*	Lake Oswego, OR	January 18, 1983	Alaska Airlines and Association of Flight Attendants
David E. Feller*	Berkeley, CA	January 18, 1983	Alaska Airlines and Association of Flight Attendants
Pane submitted but parties selected own arbitrator		January 18, 1983	Alaska Airlines and Association of Flight Attendants
Donald P. Goodman*	Niagara University, NY	January 27, 1983	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Gladys W. Gruenberg*	St. Louis, MO	February 1, 1983	Airborne Express, Inc. and Airborne Express Pilots
Paul D. Hanlon*	Portland, OR	February 1, 1983	Mississippi Valley Airlines and Air Line Pilots Association
Six panels submitted but parties have not selected arbitrator		February 1, 1983	Alaska Airlines and Association of Flight Attendants
Richard R. Kasher	Bryn Mawr, PA	February 8, 1983	Capitol Air, Inc. and Air Line Pilots Association
Panel submitted but parties selected own arbitrator		February 8, 1983	Eastern Air Lines Inc. and Transport Workers Union of America
Henry L. Sisk*	Denton, TX	February 14, 1983	Frontier Airlines, Inc. and Air Line Pilots Association
Panel submitted but parties selected own arbitrator		February 14, 1983	Metro Airlines and Air Line Pilots Association
John C. Shearer*	Stillwater, OK	February 14, 1983	PRINAIR and Aviation Employees Association
Harold Kramer*	Miami Beach, FL	March 1, 1983	Southwest Airlines and International Association of Machinists and Aerospace Workers
Lloyd W. Lane*	Titusville, FL	March 1, 1983	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Clara H. Friedman*	New York, NY	March 1, 1983	Pan American World Airways, Inc. and International Brotherhood of Teamsters
William A. Toomey, Jr.*	Albany, NY	March 1, 1983	Pan American World Airways and Transport Workers Union of America
Barbara W. Doering*	West Lafayette, IN	March 1, 1983	Pan American World Airways and Transport Workers Union of America
Panel submitted but parties selected own arbitrator		March 1, 1983	Ozark Air Lines and Association of Flight Attendants
Jerome G. Greene*	Miami, FL	March 8, 1983	Pan American World Airways, Inc. and International Brotherhood of Teamsters
John Remington*	Miami, FL	March 8, 1983	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Panel submitted but parties selected own arbitrator		March 16, 1983	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Panel submitted but parties selected own arbitrator		March 16, 1983	Frontier Airlines, Inc. and Air Line Pilots Association
Five Panels submitted but parties selected their own arbitrators		March 18, 1983	Pan American World Airways, Inc. and Transport Workers Union of America
Panel submitted but parties settled without arbitration		March 28, 1983	Pan American World Airways, Inc. and Transport Workers Union of America
Arvid Anderson	New York, NY	March 28, 1983	Frontier Airlines, Inc. and Air Line Pilots Association
Lawrence Kanzer*	Miami, FL	March 31, 1983	Eastern Air Lines, Inc. and Transport Workers Union of America
Panel submitted but parties selected their own arbitrator		April 1, 1983	LACSA Airlines and International Brotherhood of Teamsters
Geraldine M. Randall*	San Anselmo, CA	April 1, 1983	TACA International Airlines and Air Line Pilots Association
Barbara W. Doering*	West Lafayette, IN	April 4, 1983	Transamerica Airlines and Association of Flight Attendants
Thomas T. Roberts*	Rolling Hills Estates, CA	April 4, 1983	Transamerica Airlines and Association of Flight Attendants
Panel submitted but parties settled prior to arbitration		Arpil 4, 1983	Transamerica Airlines and Association of Flight Attendants
		April 4, 1983	Transamerica Airlines, Inc and Association of Flight Attendants

See footnotes at end of table

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5. Referees Appointed—System Boards of Adjustment (Airlines) October 1, 1982 to September 30, 1983 —Continued

Name	Residence	Date of Appointment	Parties
Thomas T. Roberts*	Rolling Hills Estates, CA	April 5, 1983	Alaska Airlines, Inc. and Air Line Pilots Association
Mark L. Kahn*	Detroit, MI	April 18, 1983	Ozark Air Lines, Inc. and Air Line Pilots Association
Panel submitted but parties settled prior to arbitration		April 26, 1983	Air Florida, Inc. and Joseph Sarduy
Daniel F. Brent*	Princeton, NJ	April 26, 1983	Pan American World Airways and Transport Workers Union of America
Jack Gentry*	Washington, D.C.	April 28, 1983	US Air and International Brotherhood of Teamsters
Francis X Quinn*	Tulsa, OK	May 2, 1983	US Air and International Association of Machinists and Aerospace Workers
Joe H. Henderson*	Santa Rosa, CA	May 2, 1983	Southwest Airlines and International Association of Machinists and Aerospace Workers
William S. Rule*	Rancho Santa Fe, CA	May 2, 1983	Transamerica Airlines, Inc. and Air Line Pilots Association
J.B. Gillingham*	Seattle, WA	May 2, 1983	Transamerica Airlines, Inc. and Air Line Pilots Association
Louis M. Zigman*	Los Angeles, CA	May 2, 1983	Transamerica Airlines, Inc. and Air Line Pilots Association
Peter Henle*	Arlington, VA	May 5, 1983	Transamerica Airlines, Inc. and Air Line Pilots Association
Panel submitted but parties have not selected arbitrator		May 5, 1983	Piedmont Airlines, Inc. and Association of Flight Attendants
J.B. Gillingham*	Seattle, WA	May 5, 1983	Piedmont Airlines, Inc. and Association of Flight Attendants
Nicholas H. Zumas	Washington, D.C.	May 23, 1983	Alaska Airlines, Inc. and International Association of Machinists and Aerospace Workers
James M. Harkless	Washington, D.C.	May 25, 1983	Eastern Air Lines, Inc. and Transport Workers Union of America
Panel submitted but parties settled without arbitration		May 26, 1983	Eastern Air Lines, Inc. and Transport Workers Union of America
Daniel F. Brent*	Princeton, NJ	May 26, 1983	Iberia Air Lines of Spain and International Association of Machinists and Aerospace Workers
Richard R. Kasher*	Bryn Mawr, PA	May 26, 1983	Iberia Air Lines of Spain and International Association of Machinists and Aerospace Workers
John Phillip Linn*	Denver, CO	June 1, 1983	Iberia Air Lines of Spain and International Association of Machinists and Aerospace Workers
Robert G. Meiners*	San Diego, CA	June 1, 1983	Alaska Airlines, Inc. and International Association of Machinists and Aerospace Workers
Armon Barsamian*	San Rafael, CA	June 1, 1983	Alaska Airlines, Inc. and International Association of Machinists and Aerospace Workers
Preston J. Moore*	Oklahoma City, OK	June 9, 1983	Alaska Airlines, Inc., and Air Line Pilots Associations
Harold D. Jones, Jr.*	Atlanta, GA	June 9, 1983	Metro Airlines and Air Line Pilots Association
Eli Rock*	Philadelphia, PA	June 9, 1983	Piedmont Airlines and International Association of Machinists and Aerospace Workers
Panel submitted but parties settled without arbitration		June 9, 1983	Pocono Airlines, Inc. and Air Line Pilots Association
Tedford E. Schoonover*	Colorado Springs, CO	June 9, 1983	Continental Airlines, Inc. and International Association of Machinists and Aerospace Workers
Panel submitted but parties settled without arbitration		June 9, 1983	Philippine Airlines, Inc. and International Association of Machinists and Aerospace Workers
John B. LaRocco	Sacramento, CA	June 9, 1983	Braniff Airways and International Association of Machinists and Aerospace Workers
John A. Grimes*	La Porte, TX	June 15, 1983	Alaska Airlines, Inc. and International Association of Machinists and Aerospace Workers
Harold D. Jones, Jr.*	Atlanta, GA	June 15, 1983	Southwest Airlines and International Association of Machinists and Aerospace Workers
J. Thomas Rimer*	Atlanta, GA	June 16, 1983	Puerto Rico International Airlines, Inc. and International Association of Machinists and Aerospace Workers
James F. Scearce*	Atlanta, GA	June 16, 1983	Puerto Rico International Airlines, Inc. and International Association of Machinists and Aerospace Workers
Two panels submitted but parties settled without arbitration		June 16, 1983	Puerto Rico International Airlines, Inc. and International Association of Machinists and Aerospace Workers
Richard R. Kasher*	Bryn Mawr, PA	June 21, 1983	Transamerica Airlines, Inc. and Air Lines Pilots Association
Leo Kotin*	Studio City, CA	June 27, 1983	Pan American World Airlines and International Brotherhood of Teamsters
Jay Kramer*	Great Neck, NY	June 27, 1983	Mexicana Airlines and International Association of Machinists and Aerospace Workers
David M. Helfeld*	Rio Piedras, PR	June 27, 1983	Pan American World Airways and Transport Workers Union of America
Panel submitted but parties have not selected arbitrator		July 5, 1983	AVIANCA and International of Brotherhood of Teamsters
Herbert L. Marx, Jr.	New York, NY	July 8, 1983	Airlift International, Inc. and International Association of Machinists and Aerospace Workers
Panel submitted but parties have not selected		July 18, 1983	Air Cargo, Inc. and International Brotherhood of Teamsters
J.B. Gillingham*	Seattle, WA	July 20, 1983	Transamerica Airlines, Inc. and Air Line Pilots Association
Louis Yagoda*	New Rochelle, NY	July 21, 1983	Alaska Airlines and International Association of Machinists and Aerospace Workers
Ida Klaus*	New York, NY	July 25, 1983	Pan American World Airways and Independent Union of Flight Attendants
Daniel F. Brent*	Princeton, NJ	July 25, 1983	Pan American World Airways and Independent Union of Flight Attendants
Panel submitted but parties have not selected arbitrator		July 25, 1983	Pan American World Airways and Transport Workers Union of America
Three panels submitted but parties have not selected arbitrator		July 26, 1983	PRINAIR and Aviation Employees Association
Edward Levin*	New York, NY	August 4, 1983	Pan American World Airways and Independent Union of Flight Attendants
James M. Harkless*	Washington, D.C.	August 4, 1983	Pan American World Airways and Independent Union of Flight Attendants
Clare B. McDermott*	Pittsburgh, PA	August 4, 1983	Pan American World Airways and Independent Union of Flight Attendants
Walter L. Eisenberg*	Brooklyn, NY	August 4, 1983	Pan American World Airways and Independent Union of Flight Attendants
Louis Yagoda*	New Rochelle, NY	August 4, 1983	Pan American World Airways and Independent Union of Flight Attendants
Daniel F. Brent*	Princeton, NJ	August 4, 1983	Pan American World Airways and International Brotherhood of Teamsters
David A. Concepcion*	Berkeley, CA	August 8, 1983	Transamerica Airlines and International Association of Machinists and Aerospace Workers
Thomas F. Carey*	Jericho, NY	August 9, 1983	Iberia Air Lines and International Association of Machinists and Aerospace Workers
John J. Mikrut*	Columbia, MO	August 17, 1983	Ozark Air Lines and Aircraft Mechanics Fraternal Association
Panel submitted but parties did not use		August 19, 1983	Ozark Air Lines and Aircraft Mechanics Fraternal Association
Panel submitted but parties have not selected arbitrator		August 19, 1983	Transamerica Airlines, Inc. and Air Line Pilots Association

See footnotes at end of table

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5. Referees Appointed—System Boards of Adjustment (Airlines) October 1, 1982 to September 30, 1983 —Continued

Name	Residence	Date of Appointment	Parties
Jay Kramer*	Great Neck, NY	August 22, 1983	Iberia International Airlines and International Association of Machinists and Aerospace Workers
Two panels consolidated		August 22, 1983	Iberia International Airlines and International Association of Machinists and Aerospace Workers
George S. Roukis*	Manhasset Hills, NY	August 24, 1983	Pan American World Airways, Inc. and International Brotherhood of Teamsters
James F. Scearce*	Atlanta, GA	August 24, 1983	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Walter L. Eisenberg*	Brooklyn, NY	August 30, 1983	Pan American World Airways, Inc. and Transport Workers Union of America
Robert M. O'Brien*	Boston, MA	August 30, 1983	Pan American World Airways, Inc. and Transport Workers Union of America
Robert J. Ables	Washington, D.C.	September 7, 1983	Eastern Air Lines, Inc. and Transport Workers Union of America
Frances Bairstow*	Montreal, Quebec, Canada	September 8, 1983	Eastern Air Lines, Inc. and Non-contract Request for Review Program
Harold D. Brown*	Toronto, Ontario, Canada	September 8, 1983	Eastern Air Lines, Inc. and Non-contract Request for Review Program
John F.W. Weatherill*	Toronto, Ontario, Canada	September 8, 1983	Eastern Air Lines, Inc. and Non-contract Request for Review Program
John J. Gaherin	Centerville, MA	September 12, 1983	Eastern Air Lines, Inc. and Transport Workers Union of America
Panel submitted but parties settled without arbitration		September 13, 1983	Capitol Air, Inc. and Air Lines Pilots Association
Lloyd H. Bailer*	Los Angeles, CA	September 13, 1983	Transamerica Airlines and Association of Flight Attendants
Panels submitted but parties have not selected arbitrator		September 19, 1983	Pan American World Airways and International Brotherhood of Teamsters
David A. Concepcion*	Berkeley, CA	September 21, 1983	Transamerica Airlines and Association of Flight Attendants
Fred Blackwell	Gaithersburg, MD	September 21, 1983	Eastern Air Lines, Inc. and Transport Workers Union of America
Four panels submitted but parties have not selected arbitrator		September 22, 1983	Metro Airlines and Air Line Pilots Association
James J. Sherman	Tampa, FL	September 27, 1983	Eastern Air Lines, Inc. and Transport Workers Union of America
Panel submitted but parties settled without arbitration		September 28, 1983	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Lawrence Kanzer*	Miami, FL	September 28, 1983	Pan American World Airways and International Brotherhood of Teamsters
John J. Gaherin*	Bradenton, FL	September 29, 1983	AVIANCA, Inc. and International Brotherhood of Teamsters

* Selected from a panel submitted by National Mediation Board

5a. Arbitrators Appointed—CAB Labor Protective Provisions, October 1, 1982 to September 30, 1983

Name	Residence	Date of Appointment	Parties
William Eaton*	San Francisco, CA	October 5, 1982	Pan American World Airways, Inc. and National Airlines, Inc.—Robert Manely
Donald H. Wollett*	Sacramento, CA	October 19, 1982	Tiger International, Inc. and Seaboard World Airlines, Inc.—Ronald F. Hoppner
Panel submitted on November 17, 1982, but parties declined to arbitrate			Trans America Airlines, Inc. and Saturn Airways, Inc.—Former Saturn Airways Flight Engineers
Panel submitted on November 17, 1982, but parties declined to arbitrate			Republic Airlines, Inc. and Hughes Airwest Airlines, Inc.—Pilots represented by Air Line Pilots Association
Panel submitted on February 14, 1983, but parties have not selected an arbitrator as yet			Tiger International, Inc. and Seaboard World Airlines, Inc.—Petition of Erwin B. Zimmerman for Order Directing Arbitration.
Panel submitted on March 9, 1983, but parties have not selected an arbitrator as yet.			Tiger International, Inc. and Seaboard World Airlines, Inc.—Petition of Paul J. Stamm for Order Directing Arbitration
Panel submitted on March 28, 1983, but parties settled dispute without arbitration			Texas International Airlines, Inc. and Continental Airlines, Inc.—Claim of Jay Petty
Thomas T. Roberts**	Rolling Hill Estates, CA		Tiger International, Inc. and Seaboard World Airlines, Inc.—Petition of International Association of Machinists and Aerospace Workers for an Order Directing Arbitration
Panel submitted on August 19, 1983, but arbitrator has not been selected as yet due to bankruptcy proceedings.			Texas International Airlines, Inc. and Continental Airlines, Inc.—Claim of Jay Petty.
Panel submitted on August 22, 1983, but parties have not selected an arbitrator as yet			Tiger International, Inc. and Seaboard World Airlines, Inc.—Michael Arnone, et al, Paul J. Stamm and Erwin B. Zimmerman, and Sam Fischel

* Selected from panel submitted by National Mediation Board
** Parties selected their own neutral

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5b. Neutrals Appointed Pursuant to Interstate Commerce Commission's Orders, October 1, 1982 to September 30, 1983

Name	Residence	Date of Appointment	Parties
A. Thomas Van Wart	Salem, NJ	November 15, 1982	Consolidated Rail Corporation, Norfolk and Western Railway Company and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes
William E. Fredenberger, Jr.	Stafford, VA	November 23, 1983	Baltimore and Ohio Railroad Company, Louisville and Nashville Railroad Company and Brotherhood Railway Carmen of the United States and Canada
William E. Fredenberger, Jr.	Stafford, VA	November 30, 1983	Baltimore and Ohio Railroad Company, Louisville and Nashville Railroad Company and International Association of Machinists and Aerospace Workers
Robert E. Peterson	Briarcliff Manor, NY	March 29, 1983	Southern Freight Tariff Bureau and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes
Jacob Seidenberg	Falls Church, VA	May 6, 1983	Baltimore and Ohio Railroad Company, Newburgh and South Shore Railway Company, and Brotherhood of Maintenance of Way Employees, United Steelworkers of America
Robert E. Peterson	Briarcliff Manor, NY	May 26, 1983	Southern Freight Tariff Bureau and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes
Robert M. O'Brien*	Boston, MA	June 2, 1983	Baltimore and Ohio Railroad Company, Newburgh and South Shore Railway Company and Brotherhood of Locomotive Engineers, United Transportation Union
William E. Fredenberger, Jr.	Stafford, VA	June 22, 1983	Baltimore and Ohio Railroad Company, Newburgh and South Shore Railway Company and Brotherhood of Locomotive Engineers, United Transportation Union
Joseph A. Sickles	Bethesda, MD	August 19, 1983	Western Maryland Railway Company, Baltimore and Ohio Railroad Company, Brotherhood of Railroad Signalmen, International Brotherhood of Electrical Workers
W[illegible]am E. Fredenberger,	Stafford, VA	September 6, 1983	Seaboard System Railroad Company and United Transportation Union
R[illegible]t M. O'Brien	Tulsa, OK Boston, MA	September 28, 1983	Maine Central Railroad Company, Portland Terminal Company and United Transportation Union

*N[illegible]tral Resigned

6. Neutral Referees Appointed Pursuant to Public Law 91-518—Rail Passenger Service Act of 1970 (Amtrak) October 1, 1982 to Sptember 30, 1983

Name	Residence	Date of Appointment	Amtrak No.	Parties
Gilbert H. Vernon	Eau Claire, WI	June 29, 1983	30-11	Chicago, Milwaukee, St. Paul and Pacific Railroad Company and International Brotherhood of Electrical Workers

7. Arbitrators Appointed Pursuant to Public Law 93-236—Regional Rail Reorganization Act of 1973 (ConRail), October 1, 1982 to September 30, 1983

Name	Residence	Date of Appointment	ConRail No.	Individuals Involved
Panel submitted on October 27, 1982, but no arbitrator has been selected			29	Frank DiBonaventuro (Benefits)

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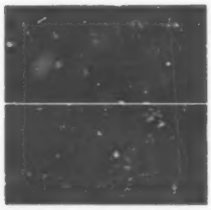

ACKNOWLEDGMENT

The National Mediation Board acknowledges with appreciation the courtesy of the following in supplying photographs for this report.

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American Airlines
Miami Herald
Mike Maione—The Long Island Rail Road
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Norfolk Southern Corp.
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